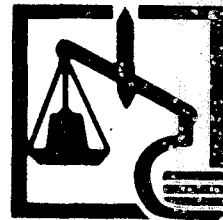


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THE
BOMBAY DYEING
AND
MANUFACTURING
COMPANY
LIMITED



ESTABLISHED 1879

Report

ANNUAL REPORT AND ACCOUNTS

1997 - 1998



THE BOMBAY DYEING AND MANUFACTURING COMPANY LIMITED



DIRECTORS

Nusli N. Wadia, *Chairman*
N. M. Wagle, *Vice-Chairman*
Keshub Mahindra
Shantanu N. Desai
R. N. Tata
R. A. Shah
K. F. Rustamji
Dr. H. N. Sethna
H. R. Thanawalla
D. S. Alva, *Managing Director*
S. S. Kelkar, *Executive Director*
P. V. Kuppaswamy, *Executive Director*
Rear Admiral M. M. Chopra, *(Retd.), Executive Director*
P. Malik, *Executive Director*
Venu Srinivasan
S. Ragothaman, *Nominee Director*

SENIOR VICE-PRESIDENT

N. Santhanam, *Senior Vice-President (Corporate Affairs)*

VICE-PRESIDENTS

J. M. Ahluwalia, *Vice-President (Jamnagar & Roha Units)*
R. Bhargava, *Vice-President (Exports)*
S. K. Chakrabarti, *Vice-President (Manufacturing)*
T. M. Das, *Vice-President (Manufacturing (DMT))*
D. S. Gagrati, *Vice-President (Special Projects)*
Z. F. D. Lobo, *Vice-President (Domestic Sales & Marketing)*
P. R. Parthasarthy, *Vice-President & Chief Executive (Group Security)*
G. S. Shrikhande, *Vice-President (Apparels)*

GENERAL MANAGERS/CHIEF EXECUTIVES

S. K. Gupta, *General Manager (Operations)*
S. J. Hussain, *General Manager (H&D)*
R. Kalaignanam, *General Manager (Projects)*
T. A. Krishnan, *General Manager (Materials)*
M. H. Kulkarni, *Comptroller*
V. K. Maheshwari, *General Manager (Spring Mills)*
A. Y. Muley, *General Manager (Marketing)*
P. K. Mukherjee, *General Manager (Marketing)*
P. V. Nadgunde, *Chief Executive (Properties)*
R. L. Patil, *General Manager (Engineering)*
S. V. Pillai, *General Manager (Marketing)*
A. K. Rakshit, *General Manager (Quality Assurance)*
I. N. Rao, *General Manager (Special Projects)*
N. S. Rao, *General Manager (Textile Mills)*
R. V. Sarma, *General Manager (Finance)*
R. V. Sinha, *General Manager (Sales)*

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SECRETARY

P. Govindan

BANKERS

ABN Amro Bank N.V.
ANZ Grindlays Bank Ltd.
Banque Nationale De Paris
Canara Bank
Credit Lyonnais
Deutsche Bank AG
The Hongkong and Shanghai Banking Corporation Ltd.
Standard Chartered Bank
State Bank of India
Union Bank of India

ADVOCATES & SOLICITORS

Messrs. Desai & Diwanji
Messrs. Crawford Bayley & Co.
Messrs. Mulla & Mulla and Craigie Blunt & Caroe

AUDITORS

Messrs. A. F. Ferguson & Co.

REGISTERED OFFICE

Neville House, J. N. Heredia Marg,
Ballard Estate, Mumbai-400 004.

THE BOMBAY DYEING AND MANUFACTURING COMPANY LIMITED

NOTICE

The 118th Annual General Meeting of the Members of The Bombay Dyeing & Manufacturing Company Limited will be held at the Birla Matushri Sabhagar, 19 Marine Lines, Mumbai 400 020, on Monday, the 3rd August, 1998 at 3.30 p.m. to transact the following business:

1. To consider and adopt the Audited Balance Sheet as at 31st March, 1998, and Profit and Loss Account for the year ended on that date and the Reports of the Directors and Auditors thereon.
2. To declare a dividend.
3. To appoint a Director in the place of Mr. P. V. Kuppaswamy, who retires by rotation, and being eligible, offers himself for reappointment.
4. To appoint a Director in the place of Rear Adml. M. M. Chopra (Retd.), who retires by rotation, and being eligible, offers himself for reappointment.
5. To appoint a Director in the place of Mr. P. Malik, who retires by rotation, and being eligible, offers himself for reappointment.
6. To appoint a Director in the place of Mr. K. F. Rustamji, who retires by rotation, and being eligible, offers himself for reappointment.
7. To appoint a Director in the place of Mr. Nusli N. Wadia, who retires by rotation, and being eligible, offers himself for reappointment.
8. To appoint Messrs. A. F. Ferguson & Co., Chartered Accountants, as Auditors of the Company to hold office from the conclusion of this Annual General Meeting until the conclusion of the next Annual General Meeting and to authorise the Board of Directors to fix their remuneration.

Special Business:

To consider and, if thought fit, to pass with or without modification the following Resolutions:

9. As a Special Resolution:

"RESOLVED THAT pursuant to Section 31 and other applicable provisions, if any, of the Companies Act, 1956, the Articles of Association of the Company be and are hereby altered in the following manner:

(A) Insert the following new Article as Article 5A after Article 5:

Power to issue shares with differential rights as to dividend, voting or otherwise.	5A. Subject to the provisions of the Act, and all other applicable provisions of law, the Company may issue shares, either equity or any other kind, with differential rights as to dividend, voting or otherwise in accordance with such rules and subject to such conditions as may be prescribed and the resolutions authorising such issue shall prescribe the terms and conditions of the issue.
---	---

(B) Insert the following new Article as Article 23A after Article 23:

Power of the Company to buy back its own securities.	23A. Notwithstanding anything contained in these Articles, the Company shall have power, subject to and in accordance with all applicable provisions of the Act, to purchase or buy back its own shares or securities whether or not they are redeemable and may pay out of its capital for such purchase or buy-back.
--	--

10. As a Special Resolution:

"RESOLVED THAT pursuant to Section 81 and other applicable provisions, if any, of the Companies Act, 1956, (including any statutory modification(s) or re-enactment thereof for the time being in force and as may be enacted from time to time) and subject to such approvals, permissions and sanctions, as may be necessary and subject to such conditions and modifications as may be prescribed or imposed while granting such approvals, permissions and

**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, 1998.**



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, 1998.

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)	6,38,115	4,03,472	—	35	22/09/88	58	Chief Executive, Shangrila Synthetics Pvt. Ltd.
Alva O.S.	Managing Director	12,61,291	6,50,862	B.Sc., B.Sc. (Tech.)	45	20/10/69	64	General Manager, Anglo French Text. Ltd. M/s. N.O. Chemical Ltd.
Aparadh L.B.	Dy. Manager (Quality Control)	3,18,675	2,34,289	M.Sc.	14	19/10/83	44	
Athavale H.S.	Commercial Manager	3,64,704	2,54,359	B.Com., M.B.A.	18	24/12/63	40	Finance Manager, Uni Plas India Ltd.
Bhade P.V.	Vice President (H.R.)	8,17,238	5,12,570	—	28	01/02/94	50	General Manager (H.R.), Union Carbide India Ltd.
Bihari S.	Export Manager	3,13,630	2,28,054	B.Tech. in Textile Technology	27	20/08/89	49	Manager (Textile), Chinex Exports Ltd.
Bose S.	Manager-Maint.	3,70,197	2,53,968	B.E. (Mech.)	32	03/12/87	53	Chief Engineer, M/s. Jayvant Vitamins Ltd.
Chakrabarti S.K.	Vice-President (Mfg.)	7,48,532	4,70,120	B.Sc. (Tech.) Textile A.M.I.E.	34	01/11/71	55	Senior Consultant Endesco Pvt. Ltd.
Chandretre J.H.	Man. Saf. T. & O.H. Health	3,46,613	2,54,829	B.Sc. (Hons), Dis. (Dipl. in Ind. Safety)	34	30/05/83	55	Shift Superintendent M/s. Hindustan Petroleum
Chemburkar D.A.	Proj. Man., Properties	3,00,614	2,25,741	B.E. M.I.E.	25	18/05/95	49	Project Engineer, Dadabai Const. Est.
Chiniwalla A.V.	Manager Quality Assurance	3,89,784	2,73,041	B.Sc., D.T.C.M.S.	39	15/04/89	58	Chemist Bernard Screen Printers Ltd.
Rear Admr. Chopra M.M. (Retd.)	Executive Director	11,24,363	7,22,496	B.A., LL.B., D.B.M.	44	16/11/88	65	Asst. Chief of Personnel Indian Navy
Currim A.R.	Financial Controller	3,32,772	2,37,435	F.C.A., D.M.A. D.T.M.	18	16/01/80	52	Chief Accountant, Rohit Pulp & Paper Mills Ltd.
Das T.M.	Vice. Pres. (Mfg.)	8,70,820	5,35,323	B.E. (Chem.)	37	01/01/86	58	Operations Manager, Rastriya Chemical Ltd.
Dave A.H.	Marketing Manager (Exports)	3,91,713	2,76,694	B.A., LL.B.	39	01/10/82	57	General Manager (Export), Standard Mills Co. Ltd.
De L.C.	Sr. Manager (Design)	3,98,627	2,74,357	—	34	01/11/74	58	Asst. Art Director, Lakshmi Vishnu Colton Mills
Deshmukh R.G.	Chief Engr. Mfg.	3,32,874	2,38,090	D.E.	35	15/04/80	57	Chief Engineer, Ruby Mills
Deshpande M.D.	Dy. Man. Accounts	3,11,304	2,32,035	B.A., I.C.W.A.	18	01/05/84	57	Narmada Coment Co. Ltd.
Capt. Fernandes S.C.	Exc. Jet Pilot	6,96,698	4,64,201	—	31	01/03/95	51	Indian Air Force
Fernandes W. A.	Executive Secretary	3,06,636	2,22,303	B.Com.	33	01/04/86	50	Sp. Exec. Secretary, M/s. Nakers
Gagrat D.S.	Vice Pres. (Sp. Projects)	8,32,194	5,32,245	B.Sc.	40	15/07/57	64	—
Garda J.D.	Wvg. Superintendent	3,39,362	2,46,548	S.S.C.E.	42	22/11/55	60	—
Garg K.K.	Dy. Man., Mech. Maint.	3,27,206	2,43,181	D.M.E.	15	31/03/83	46	Godrej Scaps Ltd.
Gawand V.M.	Manager, Personnel (SM./TM./N.B.W.)	3,00,910	2,07,488	B.A./D.I.W. Dip. in Ind. & Labour Law	29	15/11/68	58	Century Rayon, Kalyan
Govinden P.	Company Secretary	3,62,064	2,57,067	B.A. (Hons.) LL.B. F.C.S	34	02/01/61	53	Company Secretary, Ralliwoff Limited
Gupta R.K.	Marketing Manager	3,65,275	2,71,510	B.E. (Chem.)	18	30/08/83	42	Deputy Manager
Gupta S.K.	General Manager (Operations)	5,08,917	3,33,210	B.E. (Chem.)	27	31/12/87	51	Deputy Chief Engineer
Joshi V.H.	Manager Eng. Services	3,27,862	2,30,704	B.Sc. (Hons.), Dip. in German Language	25	25/06/84	46	Inst. Supervisor
Kalsignanam R.	General Manager (Projects)	5,44,841	3,58,929	B.E. (Mech.)	36	01/08/92	56	Addtl. Chief Engineer
Kapur L.K.	Sr. Men. Development	3,74,748	2,70,143	B.Sc. (Tax.)	29	01/11/81	54	Manager (Design Dept.), Reliance Industries Ltd.
Kelkar S.S.	Executive Director	11,62,077	7,43,701	M.Com	34	09/10/72	58	Officer Bank of India
Krishnamurthy K.V.	Dev. Manager	4,63,004	3,09,882	B.Tech. (Chem.)	26	04/05/83	49	—
Krishnan T.A.	Gen. Mgr. (Materials)	5,54,242	3,90,839	B.Sc. Engg., Chem.-Engg., M.E., P.G.D.M., C.I.M.C.	22	05/07/66	46	AGM. (Materials) Larsen & Toubro Ltd.
Kulkarni M.H.	Comptroller	4,66,731	3,23,206	B.Com., LL.B., A.C.A.	18	17/04/55	41	G.M. (Accounts) Sterility Indus. Ltd.
Kuppuswamy P.V.	Executive Director	11,26,965	6,99,432	B.Sc., P.G. Diploma	30	01/08/79	54	Manager, Solvent Alcohol Plant, NOCIL

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					
Lobo Z.F.D.	V.P. (Domestic Sales & Mkt.)	7,54,641	4,69,285	B.Tech. (Chemical), M.M.S. (Marketing)	20	07/01/97	45	Senior Marketing Manager Colgate Palmolive India Ltd.
Malik P.	Executive Director	11,28,700	6,95,046	M.A.	32	01/08/94	56	Executive Director, Mafatlal Fine Spg. & Mfg. Co. Ltd.
Capt. Metrani S.N. Mukherjee P.K.	Exc. Jet Pilot Gen. Manager (Mkt.)	8,41,724 5,52,898	5,56,505 3,58,218	— B.Tech., D.M.S.	32 25	01/02/93 27/04/84	54 49	Chief Executive Pilot Marketing Manager, H.A.L. PT. Sumatex Subur Indonesia
Muley A.Y.	G. M. Marketing	4,95,867	3,29,320	B.Sc. (Hons.), B.Sc. (Tech.) P.G.D.M.M.	33	01/11/89	59	—
Nadgonde P.V.	Chief Exc. (Properties)	5,09,867	3,35,225	B.E. (Civil) M.I.E.	36	09/01/95	59	General Manager, Consulting Engg. Service (I) Pvt. Ltd.
Parthasarathy P.R.	VP. & Chief Ex. (Group Sec.)	6,70,248	4,38,580	B.A./B.L.	39	22/06/94	62	Director General of Police, Govt. of Maharashtra
Patil R.L.	Gen. Manager, (Engineering)	5,37,231	3,49,080	B.Sc., B.E. (Inst.)	29	21/07/83	54	Sr. Instruments Engineer Herdillia Chemical Ltd.
Pise V. V.	T.P.-cum-Manager Clerk	4,04,076	3,95,283	S.S.C.	35	16/08/63	60	—
Potdar A.V.	Manager-Pers. & Adm.	3,04,935	2,23,641	B.A., LL.B., M.L.S.	2	01/02/96	49	—
Dr. Prasad V.N.K. Capt. Rajpal V.K.	Dy. Man. Ind. Health Ex-Helicopter Pilot	3,03,202 5,54,797	2,18,312 3,77,166	M.B.B.S. (Mys.) —	16 33	15/06/90 30/04/92	50 52	Medical Officer Base Aviation Manager, Delhi Gulf Airways
Dr. Rakshit A.K.	G.M. (Q. Assurance)	4,19,020	2,81,708	B.Sc., M. Text. Ph.D. M.I.E.	23	16/01/95	43	Deputy General Manager (Tech.), GTN Textiles Ltd.
Rao I.N.	General Manager (Textile Mills)	5,48,035	3,70,997	B.Tech., Tex. Tech. F.I.E.	39	01/07/76	62	Weaving Supt., New City of Bombay
Rao N.S.	Production Manager	3,78,201	2,68,412	B.Sc. (Text.), D.B.M., Cert. in Exe. Dev. Program	34	18/11/93	56	Spinning Manager, Morarjee Mills
Ratnam G.V. Rushi C.N. Santhanam N.	Dy. Manager-Packout Chief Int.-Auditor Sr. Vice President (Corp. Affairs)	3,02,035 3,15,667 7,92,557	2,20,832 2,46,653 4,99,705	B.Sc., B.A. B.Com., C.A. B.Com., F.C.A.	15 19 25	31/05/83 04/02/92 26/03/80	58 43 49	Coromandel Fertilisers Ltd. Parle Beverages Accounts Manager (Taxation), Voltas Ltd.
Sarma R.V.	Gen. Manager (Finance)	6,93,394	4,55,381	M.Com.	35	02/07/79	57	Shipping Executive, Trans Oceanic Shipping Agency
Satam P.A. Sethna C.D.	Manager Production Weaving Manager	3,35,086 3,55,491	2,44,289 2,51,983	B.Sc. L.T.M. from V.J.T.I. C & G Wvg., London	15 34	30/05/83 01/07/64	47 57	— —
Shah S.M. Sherma P.C.	Sales Manager Production Manager	3,18,603 3,34,432	2,28,672 2,26,570	B.Com. —	34 37	02/01/64 01/02/90	60 57	Shreeram Mills Ltd. Production Manager, Empire Spec.
Shetty K.S.	Marketing Manager (Whole Sale)	3,86,230	2,62,004	F.Y Arts	39	15/02/65	56	Clerk, Vijaya Bank Ltd.
Shrikhande G.S.	Vice President (Apparels)	6,03,389	3,92,822	B.Text, M.B.A.	14	01/08/94	37	Chief Executive, Mafatlal Apparels
Sinha R.V.	Gen. Manager (Sales)	4,96,844	3,21,014	B.A. (Hon.) M.B.A.	22	15/01/97	46	V.P., Easy Cell Comm. (I) Ltd.
Sriraman V.	Manager (I.T.)	3,58,842	2,75,525	M.E. Elect. Rical Eng.	19	02/08/96	44	Manager Patni Computer Systems Pvt. Ltd.
Vandrewala R.E. Venkataraman N.	P.A. to Chairman Material Manager	3,08,036 3,61,370	2,15,525 2,64,193	S.S.C.G.S. Diploma B.Sc. (Mech.)	33 26	15/02/65 01/01/92	54 47	J.N. Marshall & Co. Ltd. Senior Project Engineer, Tata Chemicals Ltd.
Virkar S.E.	Section Head, Excise & Custom	3,06,413	2,73,531	B.Com., LL.B. (Gen.)	13	01/10/85	42	Bombay Wire Ropes Ltd.
Wadia J. N.	Manager-Prod., Plan. & Logistics	3,06,263	2,24,474	G.C.S.C., B.A. (Dipl.)	4	01/07/94	24	—
Wadia N. N. Zope R.D.	Marketing Manager Manager (Process)	3,24,646 3,36,848	2,38,095 2,50,192	C.B.S.E. G.C.S.E., H.S.C. B.Sc. (Hons.) B.Sc. Tech. (Petrochem)	4 23	01/01/94 13/06/83	46 25	— Shift-in-charge, Special Oils Mahul
(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.S.	Cleg. Gang. Fitter	3,89,089	3,86,822	—	38	28/01/60	58	N/A
Ahir R.B.	Plaiter	2,65,175	2,64,585	—	41	21/05/57	60	N/A
Alie K.E.	Dept. Asst.	1,13,600	1,11,854	S.S.C.	27	25/12/70	47	N/A
Asha D.R.	Sten. M/C F/Op.(Gr. V)	3,35,561	3,31,045	—	33	17/11/64	53	Jaifab Rayon Industries
Badad S.S.	Doffer Gaiter	2,54,926	2,53,465	—	30	25/03/68	49	N/A
Bania B.G.	Machine Cleaner	3,59,999	3,57,790	—	38	20/06/60	56	N/A
Bansode R.D.	Navghani (Gr. II)	2,76,512	2,73,764	—	39	06/02/59	60	N/A
Bhadekamkar P.D.	Spl. Snr. Asst. Master	1,03,990	1,03,315	L.T.M.	36	01/06/62	61	N/A

ANNUAL REPORT 1997-98



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					
Bhagadia P.N.	Junior Asst. Master	4,82,100	4,77,277	6th Std.	36	02/05/62	57	N/A
Bhagirathi R.B.	Tailingman/Start Mak	2,88,091	2,86,966	—	36	16/10/61	57	N/A
Bhandare S.G.	Help/Tape Man	3,27,378	3,22,389	—	32	04/03/66	51	N/A
Bhansali S.J.	Material Manager	2,97,711	2,37,621	B.E. Mech. Degree, M.S.Ind., Masters	23	23/12/72	48	Purchase Manager Rohit Pulp & Paper Mills Ltd.
Bhatkar P.S.	SC. Making Helper	1,96,599	1,95,575	—	27	05/02/71	46	N/A
Bhosle U.B.	Insp. Man	2,96,359	2,95,704	—	36	20/02/62	54	N/A
Bhowad R.D.	Winder	2,98,840	2,94,708	—	34	01/03/64	55	N/A
Bhowad S.S.	6 Side Sider	3,56,655	3,52,093	—	37	27/04/61	57	N/A
Bokil P.V.	Section Hd. Project	2,41,336	2,14,608	B.E. (Mech.), MAM	6	20/04/92	33	N/A
Bore S.T.	Can Carrier	2,93,310	2,90,537	—	31	06/10/67	51	N/A
Budar G.B.	Sider (L.R.)	1,45,703	1,43,979	—	15	06/04/73	48	N/A
Chache S.V.	Lapping M/c Man	2,30,418	2,28,682	—	27	02/02/71	48	N/A
Chalke K.	Sider	2,80,014	2,78,783	—	36	19/05/62	55	N/A
Chapekar E.A.	Vendor	1,87,344	1,86,096	—	27	16/05/71	54	N/A
Chavan C.T.	No. Marker	3,33,595	3,30,605	S.S.C.	30	23/08/68	60	N/A
Chavan D.G.	Fitter	2,03,083	2,03,083	—	37	18/05/61	58	N/A
Chavan K.R.	Sales Executive	3,03,104	2,81,611	S.S.C.	41	15/04/57	60	N/A
Chavan V.B.	Terrycot Folder	1,96,667	1,95,454	—	28	23/02/70	47	N/A
Chavan P.R.	Surplus	3,82,056	3,79,594	—	36	19/11/62	54	N/A
Chawan D.S.	Doub. Doff. Carrier	2,13,886	2,12,363	—	30	22/03/63	59	N/A
Chawan G.S.	Winder	3,15,747	3,11,161	—	34	20/02/64	58	Spring Mills
Chawan G.S.	Sc. Making Jobber	3,06,304	3,04,401	—	33	12/01/65	54	N/A
Chawan N.D.	Stitch. M/c Help-gwh	2,72,504	2,70,784	—	35	20/02/63	55	N/A
Chawan S.G.	Insp. Man	3,54,381	3,53,710	—	42	20/04/56	59	N/A
Chawan S.G.	Mech. Master Fitter	2,71,834	2,70,306	—	39	17/03/59	60	N/A
Chawre V.D.	Reliever Jobber	2,33,561	2,33,004	—	23	19/03/75	40	N/A
Chikhliwalla M.M.	Dy. Mgr. (Production Planning)	5,88,525	5,25,257	S.S.C.	41	25/02/57	60	N/A
Chitnis V.M.	Product Manager	99,188	91,185	LTM., B.Text.	12	19/01/98	32	—
Churmure M.S.	Insp. Man	2,90,387	2,89,736	—	32	17/02/66	53	N/A
Dasgupta J.B.	Finishing Supdt.	2,84,382	2,68,656	—	19	02/05/79	43	Hindustan Mills Proc. House
Dave C.K.	General Manager (N.B.W.)	3,03,199	2,21,638	—	21	16/06/67	48	N/A
Dave R.K.	Asst. Sales Manager	2,26,432	2,06,376	P.G.D. B.A.	18	17/12/69	46	N/A
Deolekar I.W.	RJK/Metier Winder	1,55,888	1,54,594	—	23	25/09/65	53	N/A
Desai M.D.	Insp. Man	2,07,948	2,07,458	—	26	26/05/72	47	N/A
Desai T.B.	Drawing Reliever	2,83,583	2,81,530	—	27	16/02/70	45	N/A
Dhangar R.H.	Jr. Clerk	3,28,830	3,26,902	—	37	04/04/61	57	N/A
Dhavit N.J.	Toyota Inter Tenter	2,20,356	2,18,252	—	25	07/04/73	45	N/A
Dhumal S.D.	Ca-11 Winder	2,22,169	2,20,040	—	28	29/01/70	52	Textile Mills
Dukhande C.S.	Junior Asst. Master	4,82,190	4,72,741	S.S.C.	30	23/03/67	55	N/A
Dumesia D. M.	Dy. Manager (Retail)	2,01,374	1,89,605	B.Sc.	17	21/09/81	40	N/A
Durgadee V.L.	HASS Cur. M/c Plaiter	1,62,150	1,60,878	—	24	01/06/74	48	N/A
Eral I.V.	Machine Cleaner	2,16,424	2,13,872	—	25	03/04/73	43	N/A
Fernandez M.D.	Surplus	3,39,894	3,37,406	—	30	11/05/68	55	N/A
Fondske L.R.	Doub. Doff. Gaiter	2,49,952	2,48,378	—	36	02/05/62	55	N/A
Gaddekar S.M.	Machine Cleaner	3,36,273	3,33,257	—	37	12/05/61	57	N/A
Gaokar S.N.	Tractor Trailer Driver	1,90,594	1,88,516	—	25	20/07/72	59	N/A
Gavade M.S.	Doffer Gaiter (M1)	1,96,656	1,94,696	—	23	01/08/75	49	N/A
Gawade G.S.	Elect. Mech. Mast. Fitter	4,22,783	4,19,192	—	37	21/08/61	58	N/A
Gawand S.J.	Spinning Clerk.	5,32,023	5,25,859	Upto Inter	38	15/03/60	58	N/A
Gawas M.V.	Sc. PTG. Col. Stainer	2,43,075	2,42,046	—	34	09/02/64	54	N/A
Gawas N.W.	Insp. Man	3,66,348	3,65,633	—	40	16/04/58	59	N/A
Gawas V.V.	Cleaning Mazdoor	2,45,470	2,45,022	—	35	02/05/63	60	N/A
Ghadge K.K.	Sweeper	2,10,518	2,09,320	—	29	10/04/69	51	N/A
Ghume D.S.	Vendor	3,06,199	3,03,537	III Std.	38	24/02/60	58	N/A
Godambe M.R.	Qual. Fin. Checker	1,01,442	1,00,178	—	36	15/02/62	61	Finlay Mills
Gonar R.A.	Fitter	4,01,654	3,98,458	—	37	12/02/61	55	N/A
Gorule S.R.	Winch M/c. Man	3,06,864	3,03,445	—	35	06/02/63	55	Kohinoor Mills
Gotmare R.N.	Dy. Man. Material	2,95,404	2,48,889	B.Tech., M.B.A.	14	01/11/83	42	New Standard Engg.
Gujar S.	Sider	2,44,473	2,42,817	—	31	17/03/67	49	N/A
Gurao M.G.	Doffer Gaiter (M1)	2,32,375	2,31,040	—	28	30/03/70	46	N/A
Gurav V.N.	Ca-11 Winder	1,86,330	1,84,869	IV Std.	24	09/09/74	55	Phonix Mills
Harijan R.N.	Head Stamper	2,88,833	2,87,198	—	31	18/11/66	57	N/A
Indulkar K.M.	Folding Mazdoor	38,147	34,742	—	0	12/03/88	52	N/A
Jabre D.T.	Humidity Fitter	2,96,002	2,95,871	—	35	29/01/63	55	N/A
Jadhav B.S.	Elect. Mech. Mast. Fitter	3,68,839	3,65,222	—	36	30/05/62	56	N/A
Jadhav G.P.	Chief Clerk	2,11,184	2,11,184	S.S.C.	43	23/06/55	63	N/A
Jadhav N.	Cotton Clerk	3,13,847	3,10,034	F.Y. passed	29	29/05/69	58	N/A
Jadhav N.G.	Asst. Size Mixer	1,61,288	1,79,107	—	22	15/06/76	42	N/A
Jadhav P.G.	Cutlooker	3,24,803	3,24,063	—	35	20/02/62	56	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					
Jagtap S.G.	Insp. Man	1,85,646	1,85,142	—	23	03/10/75	41	N/A
Jaiswara S.P.	Welder (GR. V)	2,86,776	2,84,005	—	32	21/06/66	55	N/A
Jaiswar F.R.	Doffer Gaiter	98,654	98,335	—	15	28/03/83	43	N/A
Jaiswar S.B.	Substitute	30,790	27,960	V Std.	0	01/03/98	48	Textile
Jaiswara D.J.	Cleaning Mazdoor	2,10,594	2,10,139	—	26	18/01/72	57	N/A
Jaiswara R.S.	6 Side Sider	1,15,767	1,15,445	—	15	24/11/82	45	Textile Mills
Jaiswara S.K.	Storm. ROT.M/c. Feed.	76,627	75,540	—	33	26/10/64	61	N/A
Jaiswara S.M.	H.S. Can Carri 12	2,34,237	2,32,097	—	27	01/02/71	55	N/A
Jangam K.S.	Breakdown Fitter	3,79,608	3,77,210	—	35	01/09/63	57	N/A
Kadam B.B.	Surplus Clerk	3,80,796	3,77,132	Upto B.A. L.C. Cotton Course	31	19/10/66	54	N/A
Kadam C.B.	Elct. Mech. Master Fitter	2,65,890	2,62,444	—	26	16/04/72	56	N/A
Kadam S.W.	Insp. Man	3,03,894	3,03,189	—	31	13/09/67	50	N/A
Kadam S.W.	Manager's Peon(s)	1,66,490	1,64,561	—	23	09/10/74	41	N/A
Kadam V.B.	Examiner	2,92,205	2,90,395	—	35	07/06/63	54	N/A
Kadam V.G.	Insp. Man	2,98,983	2,98,323	—	40	12/05/58	60	N/A
Kahar R.M.	Finishing Mazdoor	31,717	28,935	—	0	15/03/98	20	N/A
Kajare B.D.	Insp. Man	2,75,485	2,74,733	—	32	12/02/66	51	N/A
Kalamkar M.D.	Insp. Man	3,44,320	3,43,702	—	40	12/02/58	59	N/A
Kalyankar N.R.	Retoucher Sc. Making	2,36,273	2,34,476	—	35	04/12/62	60	N/A
Kamathi S.B.	Doffer Gaiter	2,35,199	2,34,868	—	35	23/10/62	57	N/A
Kamble A.R.	Doffer Gaiter	1,61,390	1,61,069	—	27	02/04/71	47	N/A
Kamble V.S.	Ca-11 Winder	1,92,724	1,92,233	—	28	12/02/70	51	Textile Mills
Kapse M.L.	Winder 60 Drums	2,53,113	2,51,363	—	32	18/06/66	51	N/A
Karande V.S.	Fitter Mazdoor	2,49,565	2,47,074	—	28	12/03/70	54	N/A
Kasar T.S.	Vender	2,40,528	2,40,493	—	38	01/01/60	58	N/A
Katalkar K.R.	Mukadam	85,700	84,622	—	31	27/02/67	61	Modern Mills
Kate T.G.	Filler & Stripper	2,37,949	2,34,969	—	30	23/03/68	54	N/A
Katkar B.K.	Oiler/Navgani	83,011	83,011	—	42	16/05/56	63	N/A
Katkar N.B.	Hoist Man	3,27,515	3,24,143	—	36	29/05/62	57	N/A
Katkar N.S.	Asst. Ele./Nav. Gr. II	3,03,328	3,00,474	—	38	03/08/60	59	N/A
Kaushik S.L.	Spl. Snr. Asst. Master	73,812	73,138	D.E.E.	18	04/06/80	62	N/A
Khandekar S.R.	8 Side Sider	1,01,535	1,01,454	—	15	15/02/83	42	Textile Mills
Khatik H.K.	Navgani (C)	90,639	89,608	V Std.	37	09/09/61	62	N/A
Khedekar B.B.	Insp. Man	3,46,256	3,43,561	—	40	16/01/58	59	N/A
Khedekar D.P.	Che. Oper. Mast. Fitter	3,74,033	3,71,941	—	34	21/07/64	58	N/A
Khedekar K.R.	Jobber	3,22,452	3,18,085	VII Std.	37	21/02/61	59	N/A
Khetal R.	Ticket Clerk	4,02,845	4,02,013	Non-Matric	45	19/05/53	60	N/A
Kohar H.T.	Fitter (Gr. IV)	1,12,870	1,11,576	—	41	01/10/57	61	N/A
Kori D.B.	Sulzer Weaver	91,477	91,300	IX Std.	29	23/06/69	48	N/A
Krishnamurthy M.	Weaving Manager	4,42,937	3,69,298	B.Sc. (Tex.)	42	29/08/89	62	Weaving Manager Hindoostan Mills
Kudtarkar R.N.	Insp. Man	2,47,248	2,46,602	—	27	18/05/71	53	N/A
Kumbhar M.R.	Grinder-cum-Fitter	3,12,738	3,07,974	—	37	22/02/61	59	N/A
Lad A.S.	Finishing Mazdoor	33,872	30,788	—	0	10/03/98	33	N/A
Lingayat B.N.	Sweeper, WC., RC.	1,17,246	1,15,918	—	15	07/04/83	49	N/A
Lotankar R.H.	Stitcher, GWH	3,36,065	3,33,933	—	41	23/02/57	60	N/A
Mahadik V.K.	B.C. Winder	1,58,478	1,57,070	—	28	14/01/70	60	Textile Mills
Maheshwari V.K.	General Manager (Spring Mills)	52,440	44,280	Bachelor of Textile (Hons.)	11	05/02/98	34	General Manager, Spinners & Spinners Ltd., Kenya
Melage G.B.	Roving Carrier	2,15,510	2,14,409	—	28	10/03/70	47	N/A
Melvankar S.H.	Finishing Mazdoor	40,389	36,884	—	0	15/03/98	25	N/A
Mane S.D.	Size Mixer	2,43,019	2,40,635	—	29	16/03/69	48	N/A
Mantri D.S.	Junior Asst. Master	4,99,156	4,95,292	6th Std.	38	17/03/60	57	N/A
Matal L.V.	Surplus	3,57,936	3,55,486	—	37	17/02/61	54	N/A
Meder S.L.	Sweeper	2,76,065	2,74,334	—	31	11/03/67	51	N/A
Mestry M.D.	Carpenter	2,53,760	2,49,536	—	24	03/09/74	54	New Mani Steel Industries
Misra R.J.	Insp. Man	3,31,695	3,30,975	—	38	17/02/60	59	N/A
Mone S.S.	Insp. Man	2,38,239	2,37,608	—	25	08/10/72	55	N/A
More R.R.	Asst. Size Mixer	2,18,867	2,16,490	—	25	05/05/73	55	N/A
More N.R.	Reliver (Sider)	1,94,536	1,93,117	—	40	20/03/58	60	N/A
Mudras S.V.	Vender	2,10,778	2,10,745	—	35	15/06/63	56	N/A
Nachanker S.R.	B.C. Winder	2,23,262	2,21,721	—	31	03/04/67	56	N/A
Nagwekar D.R.	Insp. Man	3,62,140	3,61,503	—	40	21/04/58	57	N/A
Naik E.S.	Gen. Manager (Corpt. Personnel)	1,67,624	1,34,063	B.Sc., MIW & IR Dip.	24	20/11/96	48	Head HRD
Naik S.N.	Batching M/c. Man	74,828	74,426	—	32	27/05/66	54	N/A
Dr. Nampoothiry K.S.	Chief Medical Officer	2,54,876	1,71,174	—	22	03/05/95	51	—
Naniskar G.K.	Doffer Gaiter	1,75,511	1,74,197	—	23	03/05/75	44	N/A
Narwekar P.K.	Exposer	2,86,417	2,84,582	—	33	17/09/65	59	N/A