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ANNUAL REPORT 1999-2000

EMPIRE INDUSTRIES LIMITED

DIRECTORS :

S.C. MALHOTRA	<i>Chairman</i>
RANJIT MALHOTRA	<i>Vice-Chairman</i>
DILEEP MALHOTRA	<i>Jt. Managing Director</i>
N.V. KHOTE	} <i>Directors</i>
R.A. MASKATI	
J.N. GUZDER	
F.A.A. JASDANWALLA	

DIRECTOR FINANCE & COMPANY SECRETARY :

S.K. GULATI

AUDITORS :

R.A. PATEL & CO.

ADVOCATES & SOLICITORS :

GAGRAT & CO.

R. PUNWANI

BANKERS :

INDIAN BANK

ALLAHABAD BANK

BANK OF INDIA

BANK OF BARODA

CENTRAL BANK OF INDIA

REGISTERED OFFICE :

414, Senapati Bapat Marg,
Mumbai 400 013

Tel : 496 4203 / 493 8411

Fax : 493 9143 / 493 7203

E-mail : frank@giabm01.vsnl.net.in

PLANT :

Vitrum Glass

L.B. Shastri Marg
Vikhroli, Mumbai 400 083



NOTICE

The NINETY-NINTH ANNUAL GENERAL MEETING of the Members of EMPIRE INDUSTRIES LIMITED will be held on Friday, the 29th September, 2000 at 3.00 P.M. at Shri Bhaidas Maganlal Sabhagriha Hall, U-1, Juhu Development Scheme, Vile Parle (West), Mumbai 400 056 to transact the following business:

1. To adopt the Directors' Report and the Audited Balance Sheet as at 31st March, 2000 and the Profit and Loss Account for the year ended on that date.
2. To appoint a Director in place of Mr. N.V. KHOTE, who retires by rotation, and being eligible, offers himself for re-appointment.
3. To appoint a Director in place of Mr. F.A.A. JASDANWALLA, who retires by rotation, and being eligible, offers himself for re-appointment.
4. To appoint Auditors and to fix their remuneration, and to pass, with or without modification, the following resolution as an Ordinary Resolution:

"RESOLVED THAT Messrs R.A. Patel & Co., Chartered Accountants, be and are hereby re-appointed as Auditors of the Company to hold office from the conclusion of this Meeting up to the conclusion of the next Annual General Meeting of the Company on such remuneration as may be fixed by the Board of Directors plus service tax and reimbursement of travelling and actual out-of-pocket expenses."

SPECIAL BUSINESS

5. To consider and if thought fit, to pass, with or without modification, the following resolution as an Ordinary Resolution:

"RESOLVED THAT the consent of the Company be and is hereby accorded in terms of Section 293(1)(a) and other applicable provisions, if any, of the Companies Act, 1956, for mortgaging and/or charging by the Board of Directors of the Company of all or any of the immoveable and moveable properties of the Company at its plant at Vikhroli only in Maharashtra State, both present and future in favour of The ICICI Ltd. (subject to the prior charge in favour of the Company's bankers and other Financial Institutions over Current Assets and specific Fixed Assets hypothecated to the Company's bankers and other Financial Institutions) to secure financial assistance by way of Rupee Loan amounting to Rs.400 lacs availed during December 1999, for modernisation of Vitrum Glass factory at Vikhroli and another Rupee Loan of Rs.400 lacs, for meeting the Capital Expenditure relating to College being set up

by the Company lent and advanced/to be lent and advanced by the above financial institution to the Company together with interest at the respective agreed rate of Interest and/or compound interest and/or additional interest, liquidated damages, commitment charges, costs, charges, expenses and all other monies payable by the Company to the aforesaid financial institution in terms of their Loan Agreement/Hypothecation Agreement/Letters of Sanction/Memorandum of terms and conditions, entered into/to be entered into by the Company, in respect of the said loans."

"RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to finalise with The ICICI Ltd., the documents for creating the aforesaid mortgage and/or charges and to do all such acts and things as may be necessary for giving effect to the above resolution."

6. To consider and if thought fit, to pass, with or without modifications, the following resolution as an Ordinary Resolution:

"RESOLVED THAT pursuant to provisions of Sections 198, 309, 310 and 311 and all other applicable provisions, if any, of the Companies Act 1956 read with Schedule XIII (as amended from time to time) to the said Act, approval of the Members of the Company be and is hereby accorded to the re-appointment of Mr. S.C. Malhotra as Chairman & Managing Director (with the designation of Chairman) of the Company, for a period of three years with effect from 1st November 2000 on the following remuneration and terms and conditions set out in the draft agreement submitted to this Meeting and for identification initialled by Mr. R.A. Maskati, a Director of the Company."

(A) **Salary** : Rs 50,000/- per month in the scale of Rs. 50,000 - Rs.1,00,000/-. The Annual increments which will be effective 1st April each year will be decided by the Board of Directors.

(B) **Perquisites** : The Chairman shall be entitled to the perquisites as classified into three categories "A", "B" and "C" as follows :

Category 'A'

- (i) **Residential Accommodation**:

Fully furnished residential accommodation, if no accommodation is provided by the Company a suitable House Rent Allowance for a full furnished residential accommodation

- or what the Board of Directors may determine will be paid to him.
- (ii) The expenditure incurred by the Company on providing gas, electricity and water at the residential accommodation shall be valued as per the Income Tax Rules, 1962. This will, however, be subject to a ceiling of 10% of the salary of Mr. S. C. Malhotra.
- (iii) **Medical Reimbursement :** Expenses incurred for self and family subject to a ceiling of one month's salary in a year or three months' salary over a period of three years.
- (iv) **Leave Travel Concession :** For self and family once in a year incurred in accordance with the rules specified by the Company.
- (v) **Club Fees :** Fees of clubs subject to maximum of two clubs. This will not include admission and life membership fees.
- (vi) **Personal Accident Insurance :** Premium not to exceed Rs 4,000 p.a

Explanation : For the purpose of Category 'A' Family means the spouse, the dependent children and dependent parents.

Category 'B'

- (i) Contribution to Provident Fund, Superannuation Fund or Annuity Fund as per rules of the Company. These will not be included in the computation of ceiling on perquisites to the extent these either singly or put together are not taxable under the Income Tax Act.
- (ii) Gratuity payable shall not exceed half month's salary for each completed year of service. This will not be included in the computation of the ceiling on perquisites.

Category 'C'

Provision of car with driver for use on Company's business and telephone at residence will not be considered as perquisites. Personal long distance calls on telephone and use of car for private purpose shall be billed by the Company to Mr S. C. Malhotra.

- (C) **Commission :** 1% of the net profits of the Company for each financial year or part thereof as laid down under Section 309(5) of the Companies Act, 1956.

- (D) **Leave :** Leave on full pay and allowance as per rules of the Company. Leave accumulated and not availed of may be encashed as per rules of the Company. Encashment of leave at the end of the tenure will not be included in the computation of the ceiling on perquisites.
- (E) The Chairman will not be paid any sitting fees for attending the meetings of the Board of Directors or any Committee thereof.
- (F) The Chairman shall be entitled to the reimbursement of all expenses including travelling and entertainment expenses actually and properly incurred by him in the course of business of the Company.
- (G) In case the Chairman suffers permanent total disablement due to sickness or accident or shall die during the course of his employment hereunder, the Company shall pay full salary for the then current calendar month and for six calendar months thereafter, to him or his heirs as the case may be.
- (H) In case of premature death during the currency of this agreement, his nominee as disclosed by him in the Superannuation Scheme, will be paid 50% of the Salary for the balance period of the full term of this agreement. This amount will be inclusive of superannuation benefits which should accrue as per the Superannuation Scheme.
- (I) Subject to the provisions of Section 201 of the Companies Act, 1956 the Company agrees to indemnify the Chairman for any costs, losses, penalty, fine, expenses which he may incur or become liable to by reasons of any contract entered into or act or thing done by him in any way in the discharge of his duties as a Chairman & Managing Director.

"RESOLVED FURTHER THAT in the event of loss or absence or inadequacy of profits in any financial year of the Company subject to the provisions of the Companies Act, 1956 the salary and perquisites payable and allowed to Mr S. C. Malhotra shall be as specified above."

"RESOLVED FURTHER THAT the Board of Directors be and are hereby authorised to vary, alter, increase, expand, enhance, enlarge or widen the scope of the remuneration and perquisites, including the monetary value thereof specified in Schedule XIII to the Companies Act, 1956, as amended from time to time."

"RESOLVED LASTLY THAT the Board of Directors be and are hereby authorised to do all



such acts, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this Resolution."

By Order of the Board

For **EMPIRE INDUSTRIES LIMITED**

S.K. GULATI

*Director Finance &
Company Secretary*

Registered Office:

414, Senapati Bapat Marg
Mumbai 400 013.

Mumbai,

Date : 28th July, 2000.

NOTES :

1. A MEMBER ENTITLED TO ATTEND AND VOTE IS ENTITLED TO APPOINT A PROXY TO ATTEND AND VOTE INSTEAD OF HIMSELF AND THE PROXY NEED NOT BE A MEMBER.
2. The relative Explanatory Statements pursuant to Section 173 of the Companies Act, 1956, in respect of Item Nos. 5 & 6 as set out above are annexed hereto.

ANNEXURE TO NOTICE :

As required by Section 173 of the Companies Act, 1956, the following Explanatory Statements set out all material facts relating to the business mentioned under Item Nos. 5 & 6 of the accompanying Notice dated 28th July, 2000.

ITEM NO. 5.

The Company has approached the ICICI Ltd. for two financial assistances of Rs.400 lacs each for modernisation of Glass Factory at Vikhroli and for meeting the Capital Expenditure of setting up a College respectively as mentioned in Resolution No.5.

The said financial assistance from ICICI Ltd. is to be secured by -

- (1) a first mortgage of the Company's immoveable property, both present and future, of its Glass Factory at Vikhroli in Maharashtra State and
- (2) a first charge by way of hypothecation of all the Company's moveable assets (except book debts) of its Glass Factory at Vikhroli but subject to the prior charge in favour of the Company's bankers and other Financial Institutions over current assets and specific Fixed Assets hypothecated to the Company's bankers and other Financial Institutions.

Section 293(1)(a) of the Companies Act, 1956, provides inter alia that the Board of Directors of a Public Company shall not, without the consent of the Members of such Public Company in General Meeting sell, lease or

otherwise dispose of the whole or substantially the whole of the undertaking of the Company.

Since a mortgage and charge by the Company are required to be created on its immoveable and moveable properties and assets as required in favour of ICICI Ltd., the same may be deemed to be disposal of the Company's property/undertaking of the Company at its Glass Unit, Vikhroli in Maharashtra, within the meaning of Section 293(1)(a) of the Companies Act, 1956, the sanction of the Shareholders is therefore being sought in accordance with Resolution No.5. Copies of the Heads of Agreement entered into/to be entered into by the Company with ICICI Ltd. in respect of the aforesaid financial assistance and copies of the sanction letters are open for inspection at the Registered Office of the Company on any working day of the Company between 11:00 A.M. and 1:00 P.M.

None of the Directors of the Company is concerned or interested in the said resolution.

Item No. 6 :

Mr. S. C. Malhotra's tenure of appointment as Chairman & Managing Director of the Company expires on 31st October 2000. The Board of Directors at its Meeting held on 28th July 2000, have re-appointed Mr.S.C. Malhotra as Chairman & Managing Director of the Company (with the designation of Chairman) subject to the approval of the Members of the Company, for a period of three years with effect from 1st November 2000, on such remuneration and terms & conditions as set out in the Resolution.

The draft Agreement to be entered into by the Company with Mr. S.C. Malhotra is available for inspection by the Members of the Company between 10:00 A.M. and 1:00 P.M. on all working days upto and including day of the Meeting.

Mr. S.C. Malhotra is interested in the proposed Resolution as it concerns his own remuneration. Mr. Ranjit Malhotra and Mr. Dileep Malhotra, Directors of the Company, may also be regarded as interested in the Resolution as relatives of Mr.S.C. Malhotra.

The Explanatory Statements and the Resolutions may be treated as an abstract under Section 302 of the Companies Act, 1956.

By Order of the Board

For **EMPIRE INDUSTRIES LIMITED**

S.K. GULATI

*Director Finance &
Company Secretary*

Registered Office:

414, Senapati Bapat Marg
Mumbai 400 013.

Mumbai,

Date : 28th July, 2000.

DIRECTORS' REPORT

The Directors hereby present their Annual Report and the Audited Accounts of the Company for the Year ended 31st March, 2000.

FINANCIAL RESULTS

	Year ended 31.03.2000 Rupees	Year ended 31.03.99 Rupees
Income :		
Sales & Commission	58,57,03,916	59,58,21,879
Other Income	1,44,36,729	1,70,16,936
	60,01,40,645	61,28,38,815
Less : Operating Expenses	59,43,18,800	60,24,46,118
Profit before tax	58,21,845	1,03,92,697
Less : Provision for taxation	10,00,000	55,00,000
Amount available for appropriation	48,21,845	48,92,697
Appropriated as under :		
General Reserve	48,21,845	48,92,697

DIVIDEND

Considering the net financial results of the Company in the year your Directors deem it fit not to recommend a Dividend for the year under review.

OPERATIONS

Vitrum Glass:

The Division manufactures over one million Amber Glass Bottles every day for pharmaceutical industry. Glass is an energy intensive industry. The Division has switched over to natural gas from fuel oil, which has resulted in substantial saving. Automatic Inspection Machines have been installed on all the four lines. With natural gas as fuel and Auto Inspection Machines, Vitrum is now manufacturing world class bottles for the Pharma Industry. The Division has exported bottles and earned foreign exchange of Rs.17.38 lacs (on FOB basis) during the year under review as against Nil in the previous year, and is all set to increase its exports by over 60% during the current year. At home, inspite of stiff competition, the Division has performed well during the year under review and is expected to do well in the current year also.

Empire Machine Tools

a) MFTM (Metal Forming, Testing & Metrology) Division

This Division is engaged in agency business covering a very wide range of products which are broadly classified under Metal Forming machines, Metrology & Material Testing equipments. These are top of the line products from Europe, USA and Japan, involving hi-tech sales and service support. The Division achieved a moderate indenting business of Rs.51 Crores during the financial year under review, in a market faced with problems of cash flow and severe competition. In the current financial year, prospects look bright and the business is expected to pick up substantially.

b) MCAT (Metal Cutting & Allied Technologies) Division

Due to liberalisation, competition in the products marketed by the Division has increased substantially. The manufacturers from abroad are also setting up their representative offices in India. The said factors have affected the Division's business adversely. However, considering pending high value inquiries, the Division expects to improve its performance in the current year.

Empire Chemicals

The market situation for the Division has improved during the year. The demand and supply position of a variety of industrial chemicals is healthier. Despite keen competition, the Division has achieved a higher revenue level. The newly constituted Pharma and Industrial Chemicals' sections have made a promising start. New business development has been taken up in right earnest. The out look for the next year is one of growth.

Empire Instrumentation

The general market conditions for the capital items purchased by the chemical and utility industries indicate that there will be improvement particularly in power projects, where a good part of the Division's products are used. The business in medical and analytical equipments has also improved. In view of the above, the Division expects better results in the Current year.

The Empire Institute of Learning

The company has entered into a Revenue Sharing Agreement with Wigan & Leigh (I) Ltd., in the Current



Year to impart education in the field of (1) Fashion Technology, (2) Advertising & Graphic Design and (3) Business Management. The Company has applied to ICICI Ltd. for a loan of Rs.400 lac to meet the Capital Expenditure for providing the infrastructure for the purpose.

Capital Expenditure

Capital expenditure incurred during the year amounted to Rs.5.85 Crores as against Rs.1.63 Crores in the previous year. The expenditure has been incurred mainly on installing automatic inspection machines and switching over to natural gas from fuel oil in the bottle manufacturing unit at Vikhroli.

Y2K

The changeover to 2000 caused no problems in any systems or other areas of the Company's operations.

SUBSIDIARY COMPANY

The Accounts of Empire Securities & Capital Limited for the year ended 31st March, 2000, together with the relevant statements under Section 212 of the Companies Act, 1956 as required are annexed to this Report.

FIXED DEPOSITS

As on March 31, 2000, 159 depositors had not claimed their matured deposits amounting to Rs.14,50,000/-. Since then 57 depositors have claimed/renewed their deposits amounting to Rs.9,53,500/-. As of date, all deposit claims have been met, except unclaimed deposits amounting to Rs.4,96,500/-. The Company has complied with the provisions of Section 58 A of the Companies Act, 1956.

PARTICULARS OF EMPLOYEES

As required by the provisions of Section 217(2A) of the Companies Act, 1956, read with Companies (Particulars

of Employees) Rules, 1975, the names and other particulars of employees is given in the Annexure forming part of this report.

CONSERVATION OF ENERGY, TECHNOLOGY ABSORPTION AND FOREIGN EXCHANGE EARNINGS AND OUTGO

Information pursuant to Section 217(1)(e) of the Companies Act, 1956, read with the Companies (Disclosures of Particulars in the Report of Board of Directors) Rules, 1988, relating to the foregoing matters is given in the Annexure forming part of this report.

DIRECTORS

In accordance with the provisions of the Companies Act, 1956, and the Articles of Association of the Company, Mr. N.V. KHOTE and Mr.F.A.A. JASDANWALLA, retire by rotation at this Annual General Meeting and being eligible, offer themselves, for re-appointment.

ACKNOWLEDGEMENT

Your Directors would like to express their gratitude for the abundant assistance and co-operation received by the Company from its workers, staff and officers and the Financial Institutions, consortium of Commercial Banks, and other Government Bodies during the year under review.

AUDITORS

Messrs. R. A Patel & Co., Chartered Accountants, retire at this Annual General Meeting and being eligible, offer themselves, for re-appointment.

On behalf of the Board of Directors

Mumbai,
Date: 28th July 2000

S.C. MALHOTRA
Chairman

ANNEXURE TO DIRECTORS' REPORT

Information pursuant to Section 217(1)(e) of the Companies Act, 1956:

VITRUM GLASS**A) CONSERVATION OF ENERGY**

- a) Energy Conservation measures taken :
 - 1) One compressor has been replaced with a new efficient compressor.
 - 2) Changing over to Natural Gas from fuel oil in the furnace and LPG in forehearth.
- b) Additional investments and proposal being implemented :
 - 1) Furnace & Forehearth conversion to gas firing with the state of the art imported Burners for fuel conservation.
 - 2) Automatic bottle inspection (cold end) introduced on all four production lines and quality of finished products have improved substantially.
 - 3) Inverter drive system introduced on all four lehars thereby also minimising breakdowns.
- c) Impact of measures (a) and (b) above
The above measures have helped in conserving energy and improvement in productivity.
- d) Total energy consumption & energy consumption per unit of production.

FORM - A

	Current Year	Previous Year
I. Power & Fuel consumption		
1) Electricity		
purchased Units	1,69,12,480	1,35,73,140
Total cost (Rs.in lacs)	429.58	363.19
Rate/Unit (Rs)	2.54	2.68
2) Furnace Oil/LSHS		
Quantity (Tons)	4,020	5,224
Total cost (Rs. in lacs)	349.95	324.09
Average rate (Rs)	8,705	6,204
3) L.P.Gas		
Quantity (MT)	331	493
Total cost (Rs. in lacs)	38.63	45.45
Rate/Ton	11,671	9,219
4) Natural Gas		
Quantity Purchased units	16,35,728	Nil
Total cost (Rs.in lacs)	128.72	Nil
Rate/Unit	7.87	Nil
II. Consumption per Unit/Ton of Production		
Electricity	440	351
Furnace Oil/LSHS	0.105	0.135
L.P.Gas 0.009	0.013	
Natural Gas	43	—



(B) TECHNOLOGY ABSORPTION :

FORM - B

Research and Development (R&D)

- 1) Specific areas in which R&D carried out by the Company.
 - (a) Upgradation of technology associated with productivity.
 - (b) Indigenisation of I.S. Machine parts.
- 2) Benefits derived as a result of the above R & D
 - (a) Appreciable improvement in productivity and performance.
 - (b) Improvement in quality of products.
 - (c) Saving in foreign exchange.
- 3) Further plan of action
To continue technology upgradation to improve productivity and quality of products.

Technology absorption, adaptation and innovation.

- 1) Effort in brief :
A continuous interaction and exchange of information with the Industry is being maintained with a view to absorbing, adopting and innovating new methods that may be possible.
- 2) Benefits derived :
The main benefits derived are in respect of quality improvement, cost reduction and import substitution.

(C) FOREIGN EXCHANGE EARNINGS AND OUTGO

Total foreign exchange used and earned :

Foreign Exchange used Rs.747.48 Lacs

Foreign Exchange earned Rs.1,025.70 Lacs

On Behalf of the
Board of Directors
S. C. MALHOTRA
Chairman

Mumbai,
28th July, 2000.

EMPIRE INDUSTRIES LIMITED

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STATEMENT OF INFORMATION PURSUANT TO SECTION 217(2A) OF THE COMPANIES ACT, 1956 READ WITH THE COMPANIES (PARTICULARS OF EMPLOYEES) RULES, 1975 AND FORMING PART OF THE DIRECTORS' REPORT FOR THE YEAR ENDED 31ST MARCH, 2000.

NAME OF THE EMPLOYEE	AGE	DESIGNATION/ NATURE OF DUTIES	REMUNE- RATION RECEIVED RUPEES	QUALIFI- CATION	DATE OF JOINING	TOTAL EXPE- RIENCE YEARS	LAST EMPLOYMENT HELD BEFORE JOINING THE COMPANY AND THE PERIOD
MR. AHUJA S.S. *	53	GENERAL MANAGER	570154	B.E. (ELECT.)	18.04.1973	31	KHANDELWAL UDYOG LTD. SALES ENGINEER (4 YEARS)
MR. BHATTACHARJEE P.K.	59	DIRECTOR ** CORPORATE	1116886	B.TECH.(HONS.) (MECH.ENGG.)	07.08.1969	38	CONSULTANT, IBCON PVT. LTD., MUMBAI (3 YEARS)
MR. BHOSALE A.B. *	59	JUNIOR CLERK	120058	S.S.C.	27.11.1967	38	SUPERVISOR, GENERAL PIGMENTS AND CHEMICAL WORKS, MUMBAI (7 YEARS)
MR. CHAVAN R. SURESH *	53	SORTER	93113	6TH STANDARD	01.04.1970	29	FIRST EMPLOYMENT
MR. CHAWLA R.K. *	43	SERVICE MANAGER (MCAT)	376269	B.E. (ELEC)	06.07.1985	18	ALFRED HERBERT (I) LTD. MUMBAI (4 YEARS)
MR. DESAI H.K. *	57	SECRETARIAL EXECUTIVE	249822	B.Sc.	10.03.1967	32	FIRST EMPLOYMENT
MR. GAURIE G.S.	56	DIRECTOR ** EMPIRE INSTRUMENTATION	1263535	B. TECH.	22.01.1996	33	GUJARAT INST. LTD. (12 YEARS)
MR. GULATI S. K.	61	DIRECTOR ** FINANCE & COMPANY SECRETARY	1203890	B.COM. (HONS.) A.C.S. F.C.A.	02.05.1975	38	ADMINISTRATIVE MANAGER, MACHINE DIVISION, CROMPTON GREAVES LTD., MUMBAI (9 YEARS)
MR. JAMDAR S. D. *	57	FITTER	255055	VIII STD	01.11.1970	29	FIRST EMPLOYMENT
MR. KABRE M.V. *	48	SR. EXECUTIVE	320222	S.S.C.	03.03.1975	24	FIRST EMPLOYMENT
MR. KALSULKAR M.B. *	56	SR. SERVICE MANAGER	291213	L.M.E.	01.08.1984	15	CLASS IV OFFICER P A L, BOMBAY (21 YEARS)
MR. MALHOTRA DILEEP *	35	JT. MANAGING DIRECTOR	560285	B.A., M.B.A. (U.S.A.)	01.10.1999	9	MANAGING DIRECTOR, EMPIRE SECURITIES & CAPITAL LTD. (3 YEARS)
MR. MALHOTRA RANJIT	42	VICE CHAIRMAN	1235815	M.B.A. (U.S.A.)	01.10.1998	7	MANAGING DIRECTOR, EMPIRE INTERNATIONAL P. LTD., MUMBAI (6 YEARS)
MR. MALHOTRA S.C.	66	CHAIRMAN & MANAGING DIRECTOR	1122000	INTERMEDIATE ARTS & CERT. OF N.D.A.	01.11.1965	50	CHIEF EXECUTIVE, KOHINOOR MILLS, DIVN. OF KILICK IND. LTD., MUMBAI (6 YEARS)
MR. MATHUR H.B.	64	DIRECTOR ** EMPIRE DYEING	969825	B.Sc.	17.10.1981	42	GEN.MGR. PODAR SILK & SYNTHETICS LTD., MUMBAI (2 YEARS)
MR. MHATRE R. G. *	50	FITTER	205800	S.S.C.	18.03.1974	25	FIRST EMPLOYMENT
MR. MISRA R. B. *	55	Z.Z. MACHINE MAN	209480	—	28.05.1967	32	FIRST EMPLOYMENT
MR. NARASIMHAN N.S.L. *	51	DIRECTOR ** EMPIRE INDUSTRIAL EQUIPMENT DIVISION	273843	B.E., MS (MARKETING), M.F.M.	10.01.2000	26	CHIEF EXECUTIVE, HEATLY AND GRESHAM (I) LTD., DELHI (10 YEARS)
MR. PARAB R. T. *	47	Z.Z. MACHINE MAN	264751	—	13.12.1974	25	FIRST EMPLOYMENT
MR. PATEKAR S. B. *	50	SINGENG M/C. PATT.	257736	S.S.C.	20.12.1974	25	JALAN DYEING HELPER (1 YEAR)
MR. PATWARDHAN R.D. *	53	SR.DY. GEN. MNGR MARKETING (MCAT)	539391	B.E. (MECH)	03.04.1984	30	EXCELLO LTD. THANE (15 YEARS)