

HCL INFOSYSTEMS LTD. **HCL**
ANNUAL REPORT 96-97

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Particulars of Employees, Forming part of Directors' Report in terms of section 217 (2A) of the Companies Act, 1956

S. No.	Name	Age	Designation	Qualification	Remuneration Received (In Rs.)	Experience (In Yrs)	Date of Commencement of Employment	Previous Employment
(A) Employed for the full financial year.								
1	Aggarwal Rohit	34	Senior Manager	B.E.(Mech.), MBA	332624	13	12/12/88	DCM Toyota Ltd.
2	Aggarwal Sudhir	34	Manager	B.Com(HD), CSA	464402	11	1/5/86	HCL Ltd.
3	Ajmani Lalit Kumar	40	Deputy General Manager	BE	449114	17	1/5/86	HCL Ltd.
4	Asija Rajeev	35	Deputy General Manager	BE	399792	14	1/5/86	HCL Ltd.
5	Bachass R K	43	Vice President	PGDBM	788332	19	1/5/86	HCL Ltd.
6	Bahadur Yuvraj	50	Vice President	B.Tech	980814	26	1/5/86	HCL Ltd.
7	Baskar D	35	Senior RCEM	B.E.	494188	12	1/5/86	HCL Ltd.
8	Bedi Amanpreet Singh	32	Senior RCEM	B.E.	352050	11	7/7/86	-
9	Beniwal Shailendra	31	Account Manager	B.Tech	363182	9	20/6/88	-
10	Bhatnagar Priti	31	Senior Manager	CA	372583	10	30/4/91	Bennett Coleman & Co Ltd
11	Bhattacharya Chiranjib	29	Account Manager	B.Tech(Hons)	389580	7	14/7/92	Pertech Computers Ltd.
12	Bhattacharya Partha Sarathi	47	Regional Commercial Manager	B.Com, LLB	331125	22	5/8/88	Raymay Corporation
13	Bhelkar Anil	33	CE Manager	B.E.	384851	12	1/5/86	HCL Ltd.
14	Bisht S R	45	Deputy General Manager	DECE	442593	24	1/5/86	HCL Ltd.
15	Chowdhry Ajai	46	President & CEO	BE	936217	25	1/3/89	Far East Computers
16	Dalmia Pawan Kumar	39	Company Secretary	M.Com, LLB FCS, MICA	397865	14	1/2/93	First Stonex Ltd
17	Dubey Bhuvnesh	34	Account Manager	BA, DM&SM	308321	11	1/5/86	HCL Ltd.
18	Dwivedi Chandra Shekhar	38	Senior Manager	AMIE (Elect. & Comm)	391661	19	24/12/88	Caglec India Ltd.
19	Ekhote Ashok Madhav	41	General Manager	BE, MBA	806546	20	3/4/89	Thermax Pvt. Ltd
20	Eswaran V	43	Manager-professional services	B.Sc	493263	18	1/5/86	HCL Ltd.
21	Govindarajan S	39	Manager	M.Sc	413300	16	1/5/86	HCL Ltd.
22	Gupta Sushil Kumar	39	CE Manager	B.Tech	329434	17	1/7/89	PCS Data Products Ltd.
23	Jain A K	49	Deputy General Manager	B.Com, Dip in Marketing	618415	31	1/5/86	HCL Ltd.
24	Jain Arvind Kumar	33	Deputy Manager	BE	304794	15	1/5/86	HCL Ltd.
25	Jain Mukesh	35	Senior Manager	CA	330085	10	10/3/83	Mekaster Trading Corporation
26	Jha Nishish	41	Deputy General Manager	B.Tech	505365	17	7/8/87	Electroconsultants Plc.
27	Jhori Swapan	32	Regional Manager	B.Tech	432928	11	14/7/85	HCL Ltd.
28	Kanwar Sandeep	36	Chief Financial Officer	CA	586839	14	1/3/88	Oriental Carbon & Chem Ltd.
29	Karajagi Pramod Pandurang	43	Senior Manager	B.Tech, DBM, MMS'83	332010	19	8/4/95	TCS
30	Kasliwal A K	40	Senior Manager	B.E., M.Tech	412064	16	1/5/86	HCL Ltd.
31	Khanvelkar Vikas Vinayak	41	Country Manager	MBA, BE	418515	18	2/7/92	Advani Oerlikon Ltd.
32	Khosla Rupan	31	Account Manager	B.E., MBA	323557	9	3/5/93	Punjab Concast Steel
33	Krishnamurthy Jaya Shankar	38	BEM	B.Sc	466530	13	1/5/86	HCL Ltd.
34	Kumar A Madana	38	Senior Manager	B.E.	323200	15	3/6/96	Bharthi Telecom limited.
35	Kumar Anuj	38	Corporate Manager HRD	BA(Hons), PGD PM&IR	350374	15	17/8/87	Punjab Khand Udyog
36	Kumar Rajendra	40	General Manager	Dip. in Business Mgmt.	532244	22	1/5/86	HCL Ltd.
37	Kumar Santosh	49	Deputy General Manager	M.A., M.tech.	487579	17	1/6/94	TCS
38	Kutty M C	51	CE Manager	MA	316354	32	1/5/86	HCL Ltd.
39	Lal Sridhar	33	Account Manager	B.Tech	371962	9	11/12/89	M.K. Raju Consultantas (P) Ltd
40	Madhavan Muralidharan Vel.	38	Senior Manager	B.E.(Hons)	410848	13	14/12/90	Wipro Information Tech Ltd.
41	Majumdar K K	41	Manager	M.Sc	362732	17	1/5/86	HCL Ltd.
42	Mallick Somnath	34	BEM	B.E.	365936	11	1/5/86	HCL Ltd.
43	Maneja S V	45	Senior Consultant	B.Sc, M.Sc, M.Phil	332706	20	19/1/95	Tata unisys Ltd.
44	Manocha Anil Kumar	46	RCEM	B.Sc Engg	344096	17	1/5/86	HCL Ltd.
45	Mantravadi Chandrasekhar	42	Senior Consultant	B.Tech, PGDIE	312781	16	2/6/94	SB Billimoria & Co.
46	Mehta Rakesh	41	General Manager	BE	479993	16	1/10/89	ORG Systems
47	Menon Ravi Kumar	44	Country Manager	B.A.	657815	22	5/8/95	Off-set-IBM
48	Minocha Manu	37	Senior Manager	B.Sc.(Engg. Elect)	408040	16	1/11/90	Uptron India Ltd.
49	Mittal Rajiv	33	Manager	MCA	356213	10	13/7/87	-
50	Mohan U V	48	Consultant-Manufacturing	B.E., M.Tech	383002	23	18/3/95	Tata Elxsi (I) Ltd.
51	Muralidharan S	43	General Manager	BE	502090	20	1/10/86	K.J. Electronics
52	Murthy C D	43	Deputy General Manager	MA & PADM	559912	19	1/5/86	HCL Ltd.
53	Nag Sanjoy	38	Senior Consultant	M.Sc	406336	15	1/5/86	HCL Ltd.
54	Nagar Pradeep Kumar	40	Senior Manager	B.Sc.	362404	13	1/5/86	HCL Ltd.

55	Naresh Padiyal	36	RCEM	B.E.	361840	12	1/5/86	HCL Ltd.
56	Newgi Dattaram Rajaram	40	CE Manager	Dip in Electronics	334197	17	1/5/86	HCL Ltd.
57	Oberai Anil	42	Manager	B.Sc., PGD	305390	18	15/9/94	CMC Ltd
58	Oberai Ravindra Singh	33	Consultant	B.E., PGDBM	348755	7	21/8/95	Indian Railways
59	Pai K Suraj	34	Regional Manager	B. Tech	351718	11	14/7/86	HCL Ltd.
60	Paul Geroge	37	Deputy General Manager	B. Tech	447768	14	1/5/86	HCL Ltd.
61	Prabhu	40	CE Manager	B.E.	454150	16	1/1/92	Hewlett-Packard (I) Pvt. Ltd.
62	Prasad A V S	43	Manager	B. Sc.	317682	21	1/5/86	HCL Ltd.
63	Prasad K R	36	BEM	B.E.	386913	13	20/9/88	Tube Investments
64	Prasad N Balaji	38	RSEM	M Sc	351330	16	23/6/94	Online Info Services
65	Prasad Subramanian Mahadev	44	Senior Account Manager	B.E.	370068	20	1/7/95	Compicad
66	Purushothaman T S	58	Executive Vice President	B.SC.	1463772	33	1/5/86	HCL Ltd.
67	Purushottam Gangeya	34	Account Manager	M.B.A.	347670	11	20/6/89	Shipping Corporation
68	Radhakrishnan D	39	RCEM	B.E.	426479	13	1/5/86	HCL Ltd.
69	Radhakrishnan Parthasarathy	38	Regional Manager	MMS	374349	15	21/7/86	Advani Oerlikon Ltd.
70	Raghavan D K	47	Deputy General Manager	M.Tech.	537392	24	12/4/95	Tata Consultancy Services
71	Raizada Rajesh	34	Manager	B. Tech (Elect.)	309258	11	15/9/94	Unicorp Industries Ltd.
72	Ramasubramanian V	32	CE Manager	B. Tech	387210	10	25/8/86	
73	Ramesh PN	40	Senior RCEM	Diploma (Electronics)	321993	19	1/5/86	HCL Ltd.
74	Rattan Kulbhushan	43	Senior Manager	B.Com	455721	23	1/5/86	HCL Ltd.
75	Ravishankar PS	45	Senior Manager	B.Com(Hons)	354762	24	1/4/95	HCL Ltd.
76	Roy Anindya Basu	34	Account Manager	B.Tech (Hons), MBA	309364	9	15/6/92	ANZ Grindlayas
77	Ray Soumitra	39	General Manager	B Com(Hons.)	481697	18	1/5/86	HCL Ltd.
78	Saha Gautam	40	Deputy General Manager	B.E., M.B.A.	345708	16	6/3/95	The National Radio & Elec.
79	Saha Rabi Kumar	40	Manager	B.E.	302582	17	30/11/90	Development Consultants
80	Sai N Sathya	33	CE Manager	B.E.	332561	10	27/4/87	Defence Electronics Aplns. Lab
81	Saini Praveen2	35	Manager	B.E., M Tech	397424	12	8/8/94	International Info Sys
82	Salman Mohammed	36	Senior Manager	B.E., M.B.A.	453389	9	11/7/94	Data Software Research Co Ltd.
83	Sangameswaran R	34	RCEM	Diploma (Electricals)	362371	12	1/5/86	HCL Ltd.
84	Sarkar Pradip Kumar	39	Senior Consultant	M Sc	309575	14	20/9/95	Techna Digital Services
85	Satagopan Mohan	31	Account Manager	B. Tech	331463	8	3/10/89	Computer Business Aids
86	Sathe Samir Das	33	Account Manager	B.E., PGDM	463970	6	10/10/94	CMC Ltd.
87	Satyawadi Prabodh	41	Deputy Manager	B.Com	304549	20	1/5/86	HCL Ltd.
88	Sawhney Rajeev	40	Vice President	B.Com, PGDBM	663657	18	1/5/86	HCL Ltd.
89	Saxena Prabhakar Kumar	33	Account Manager	B.E., MSU	328196	8	20/9/88	
90	Sengupta Dipankar	39	Senior Consultant	B.Sc	395544	15	1/5/86	HCL Ltd.
91	Shanthy R L	34	Manager	B.Com, ICWA	319674	13	13/1/87	HCL Ltd.
92	Sharma S K	41	Senior RCEM	Senior Secondary	458987	20	1/5/86	HCL Ltd.
93	Shetty B Chandra Shekhar	38	General Manager	B.Tech.	631246	16	1/5/86	HCL Ltd.
94	Shivakumar K	40	General Manager	BE	563136	13	1/5/86	HCL Ltd.
95	Singh Ajay	39	Deputy General Manager	PGDM	636878	13	1/5/86	HCL Ltd.
96	Singh Mahinder Paul	32	Senior Manager	CA, LLB	408906	9	1/3/94	Kelvinator of India Ltd
97	Singh R P	47	Vice President	B. Tech, MBA	1367290	25	1/5/86	HCL Ltd.
98	Sinha Ajoy	47	General Manager	B. Tech, MBA	694998	22	1/5/86	HCL Ltd.
99	Sood Sanjay	36	Manager	B.Tech	321821	13	4/11/86	Continental Device
100	Sriram K	33	CE Manager	B.E., PGDBA	355827	10	1/8/94	IDM Ltd.
101	Sriram Sevllimedu Veerava	43	Vice President	B.Sc, PGDCA	856961	22	4/7/95	Suhail & Saud Bauwan.
102	Srivastava Manoj Kumar	31	Area CE Manager	B.Tech	335159	10	6/7/87	
103	Srivastava Rajiv	33	Account Manager	B.E.	319712	6	9/10/90	Balwan Automotive Centre
104	Srivastava Rajiv	38	Senior Manager	B. Tech, PGDBM	471551	15	1/8/90	Tata Unisys Ltd
105	Sundaresan Anand	37	BEM	MBA	350784	14	23/3/89	PSI Data Systems
106	Talwar Sharad	33	Senior Marketing Manager	B. Tech (Hons), PGDM	376442	9	13/7/92	MARG
107	Taneja Manohar Lal	51	General Manager	B.E. MBA	613284	26	11/12/92	I D M Ltd.
108	Thangavel. B	37	RCEM	B.E.	423171	12	1/5/86	HCL Ltd.
109	Thiagarajan R	44	Senior Consultant	B Sc	414707	20	1/5/86	HCL Ltd.
110	Thumboochetty J Ravi	49	Director	B.Tech. MBA	1378733	24	1/5/86	HCL Ltd.
111	Tyagi P	35	CE Manager	Diploma (Electricals)	360892	10	1/8/94	IDM Ltd.
112	Varghese V J	42	CE Manager	M Tech	319220	14	1/8/94	IDM Ltd.
113	Varma Sanjeev	39	Deputy General Manager	M. Com, MBA	357929	15	1/12/87	NFL
114	Venkatesh Ekambaram	30	Account Manager	B.E. (Hons), PGDM	350954	6	8/7/91	-
115	Yadagiri Anand Swaroop	32	Senior Account Manager	B.E.	332615	9	21/9/87	J K Synthetics
116	Zalpuri Ajay Kumar	42	Deputy General Manager	M.Tech	542436	20	7/12/87	BEL

Particulars of Employees, Forming part of Directors' Report in terms of section 217 (2A) of the Companies Act, 1956

S. No	Name	Age	Designation	Qualification	Remuneration Received (In Rs.)	Experience (In Yrs)	Date of Commencement of Employment	Previous Employment	No. of months
(B) Employed for part of the financial year.									
1.	Das Bhaskariyoti	35	Technology Consultant	BE	158748	11	19/9/94	Bennett Coleman & Co Ltd.	5
2.	Dash Shantanu Kumar	37	Manager	BE, MBA	173626	14	1/2/95	DCM Data Systems	6
3.	Dhawan Neelam	38	General Manager	MBA	88872	15	1/5/86	HCL Ltd.	1
4.	Gidh Anil Kumar	36	Senior RCEM	BE (Elect.)	417430	15	11/7/88	Computer Point	10
5.	Gnanaraj B N	42	Manager	M. Sc.	253524	18	28/8/95	CMC Ltd.	10
6.	Gupta Supriyo Sen	39	Account Manager	B Com (Hons), ICWA	59717	20	2/1/95	Relta India Ltd.	2
7.	Iyer Balasubramanian S	46	Senior Manager	M. Sc.	149261	10	7/4/95	TCS	5
8.	Joseph George	41	Deputy General Manager	PGDM	484470	16	14/8/95	Arabia Computer Systems	9
9.	Koipil P. Simson Draviam	39	Senior Consultant	M.Sc.	254074	15	1/5/86	HCL Ltd.	8
10.	Maitra Ram Shitangshu	45	Deputy General Manager	B.Tech	65541	20	17/10/94	Zawawi Business Machines.	2
11.	Mathur Madhup	43	Marketing Manager	PGDCM	153985	20	8/8/96	HCL Consulting Limited	5
12.	Mukherjee Kaushik	28	Account Manager	B.Tech., PGDM	354699	4	3/5/93	HCL Ltd.	8
13.	Pal Basudev	32	Assistant Manager	B.Sc.	102383	11	16/6/86	-	3
14.	Raghavan Rangarajan Sunand	45	Manager	BE	191777	24	2/8/95	Gulf Computers	6
15.	Raina Romesh Chander	47	General Manager	B.Sc. MBA	287237	24	25/2/95	Samtel India Ltd.	6
16.	Raman S	55	Vice Chairman	B.E., D. Lit	943930	33	1/7/93	HCL Ltd.	9
17.	Rawal Bharat B	38	Manager	Diploma in Electricals	250041	14	1/5/86	HCL Ltd.	5
18.	Sarkar Aniruddha Panchugo	37	Consultant	M.Tech., PHD (Robotics)	177692	10	16/3/95	Reliance Industries	7
19.	Senthilnathan M	36	Consultant	ME	32029	11	2/11/92	Tata Consulting Engineers	1
20.	Sharma Devinder	50	Senior Manager	BE	228607	24	13/1/97	PSI Data.	6
21.	Sharma Shantanu Sen	32	Manager	B. Tech.	273354	11	30/6/86	HCL Ltd.	10
22.	Shukla Arvind Kumar	43	Country Manager Industry	PHD	117669	19	20/3/95	CMC LIMITED	1
23.	Singh ManMohan	43	Deputy General Manager	M.Tech	468174	22	1/8/95	Indian Navy.	10
24.	Singh Gajraj	36	BEM	B E, PGDM	227235	10	15/7/91	BHEL	6
25.	Singh Prabhjot Kaur	43	Manager	MBA	361458	10	2/9/96	Agro Tech. India Ltd.	10
26.	Suri Anish	31	Senior Consultant	BE, PGDBA	311669	10	6/7/87	HCL Ltd.	10



MD	<input checked="" type="checkbox"/>		BKC	N/A
CS	<input checked="" type="checkbox"/>		DPF	N/A
RO	<input type="checkbox"/>		DMV	<input checked="" type="checkbox"/>
TRA	<input type="checkbox"/>		A	<input checked="" type="checkbox"/>
AGM	<input type="checkbox"/>		M	<input checked="" type="checkbox"/>
Y	<input type="checkbox"/>			<input type="checkbox"/>

It was a season of change for everyone.

Gigantic shifts in the marketplace, in the form of an expanded, yet finely segmented, market structure of enterprise solutions at one end and PCs on the other, left behind uncertainties preying the minds of most players.

True to its stature as a leader, one company – HCL Infosystems (HCL Insys) – displayed the presence of mind to both adapt to the changing environment, and at the same time, like the windmill, channel the winds of change for its own growth in the future.

Having its eyes set on the far distant shores of tomorrow, HCL Insys was quick to realise that success in the coming years would belong to those who had the expertise to usher in total technology integration in the country.

The company's in-depth understanding of hardware design & development, networking, product engineering, software development and access to specialised technology came into play to shape its destiny as the true technology integration specialist of the country.

Among the series of marketing activities that were to soon direct HCL Insys towards its final destination, capturing the two ends of the market spectrum – namely enterprise solutions and PCs – received first attention.

HCL Insys strengthened its Professional Services Organisation (PSO) to meet the growing demand for single window enterprise solutions in key vertical segments comprising industries in telecommunication, manufacturing, finance & banking, government, utilities and transportation.

PSO's augmented infrastructure of 11 new offices, taskforce of 600 software specialists, four software factories and specialised centres of excellence – including the SAP centre for ERP implementation projects – added to HCL Insys' strength in providing quality technology integration starting from problem identification to conceptualising, implementation, training, consultancy and support.

On the personal computer front, stress lay on increasing PC production and providing better and diverse computing solutions to meet the growing demand for world class PCs, across a cross-section of existing as well as new users.

The battle plan was simple.

By rapid penetration and promotion of PC usage, HCL Insys aimed to create and meet an estimated demand of three million PCs by the Year 2000.

Backed by its robust manufacturing infrastructure, presently capable of manufacturing upto 15000 PCs per month in a single shift operation (thanks to its existing Noida plant as well as the new plant in Pondicherry), HCL Insys planned to achieve high return on investment through a high-volume approach.

Another area to receive special attention was HCL Insys' own indigenous range of PCs (Infiniti, Busybee and Beanstalk) and servers, which at present enjoy an enviable market share of 11%* and 17%* respectively. (*Source: IDC)

But protecting its natural habitat was merely a flanking move.

To propel its course on to the high growth path of total technology integration, HCL Insys had to take on the mantle of a complete technology provider. As a result of this enlarged business focus, the need for multiple strategic alliances too became increasingly critical.

Making the right choice was difficult, and at the same time, easy. HCL Insys hand-picked only the very best:

Hewlett-Packard for cutting edge RISC/UNIX based servers and workstations; Intel for PCs and PC servers; Microsoft for operating systems and software solutions; Oracle for RDBMS platform; SAP AG for specialist ERP solutions; Perot Systems for outsourcing & facilities management; and James Martin for Year 2000 solutions.

Not to be left behind, customer support too sharpened its edge by bolstering its strengths even further.

Today, HCL Insys has the largest technically trained direct support force in the IT business, comprising 600 engineers at 143 customer service locations and 21 test and repair centres.

By deploying state-of-the-art support management systems, namely Escalation Management Process, Satellite Linked India Response Centre, APEX Services, System Support, Customer Feedback and Customer Care Centres, HCL Insys' Systems Support Organisation (SSO) provides quality support at par with the world's best.

In keeping with its objective of total quality management, company-wide quality movements across all functions have begun making its effects felt, with over 70% of its employees being trained under the Phil Crosby methodology of Quality Education System.

As a result, HCL Insys today enjoys a record customer support rating of 9 out of 10 as per Hewlett-Packard's global quality satisfaction ratings. Besides global recognition in the form of the prestigious ISO 9002 certification of quality for manufacturing.

As the season of transformation prevalent at HCL Insys was having its impact on the domestic market, the stage was being set for HCL Insys to take on global competition.

As part of its plan to market more and more technology integration services world-wide, HCL Insys has already taken a step in the direction of exports by globalising its services comprising software, hardware design and development, value-added support services, networking & repair services, and overseas technology integration projects to meet the demands of global clients.

In short, the time was ripe for HCL Insys to make its claim on destiny. To go beyond statistical facts. To do things never read or heard. It was the time for it to take on the world.

