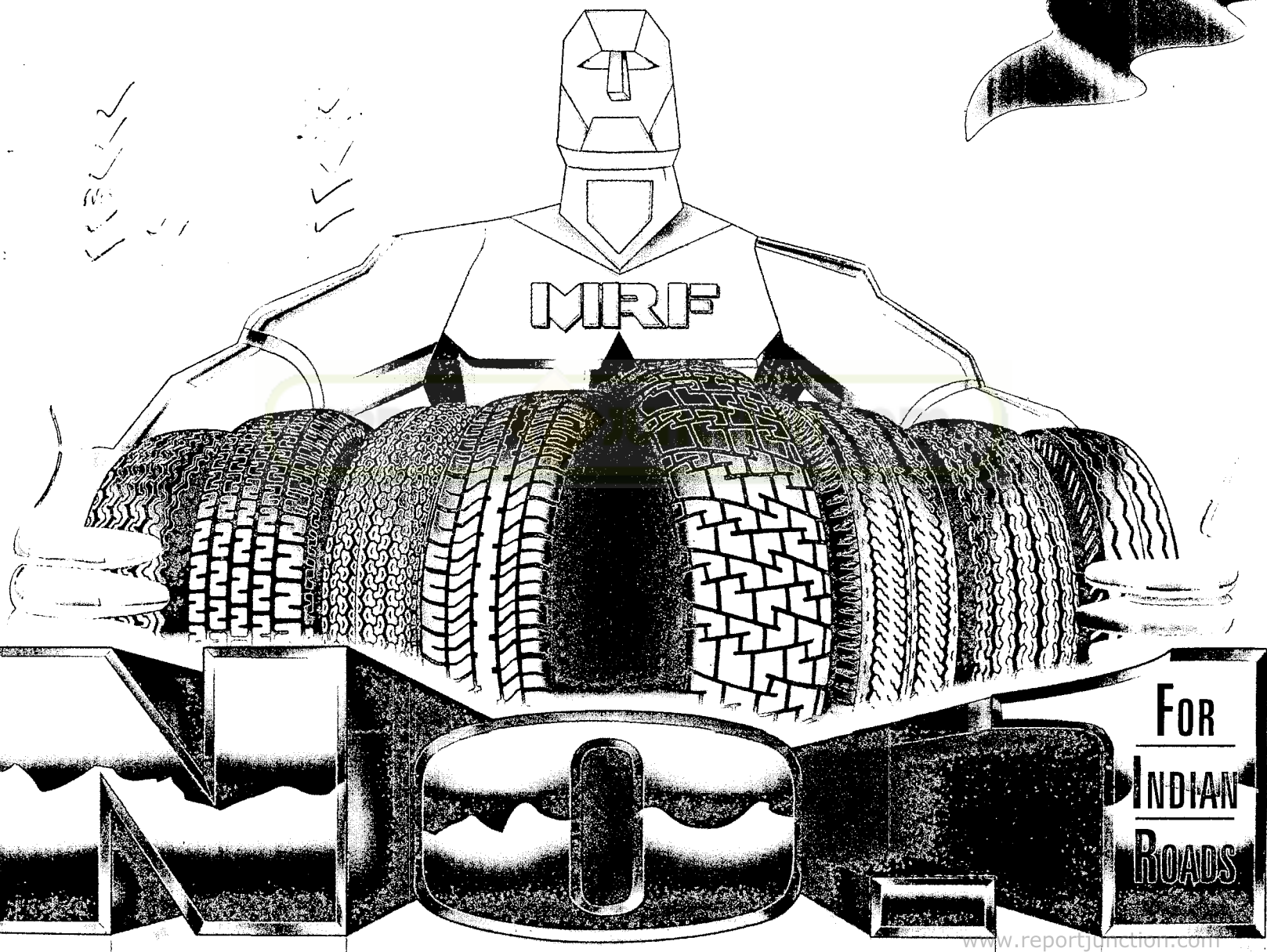


**MRF**

ANNUAL REPORT 1997 - 1998



FOR  
INDIAN  
ROADS





MRF LIMITED, Regd. Office : 124, Greams Road, Chennai 600 006

## NOTICE

NOTICE is hereby given that the Thirty-eighth Annual General Meeting of the Shareholders of MRF Limited will be held on Wednesday, the 24th March, 1999 at 11.00 a.m. at TTK Auditorium, "The Music Academy", 306 TTK Road, Chennai 600 014, to transact the following business :

1. To receive, consider and adopt the Balance Sheet as at 30th September, 1998 and the Profit and Loss Account for the year ended on that date and the Reports of the Directors and Auditors.
2. To declare a final dividend on equity shares.
3. To appoint a Director in place of Dr. K C Mammen who retires by rotation under Article 117 of the Articles of Association of the Company and being eligible, offers himself for re-appointment.
4. To appoint a Director in place of Mr K D Parakh who retires by rotation under Article 117 of the Articles of Association of the Company and being eligible, offers himself for re-appointment.
5. To appoint a Director in place of Mr James H Hoffman II who retires by rotation under Article 117 of the Articles of Association of the Company and being eligible, offers himself for re-appointment.
6. To appoint a Director in place of Mr K S Narayanan who retires by rotation under Article 117 of the Articles of Association of the Company and being eligible, offers himself for re-appointment.
7. To appoint Auditors for the current year and fix their remuneration. Messrs. Sastri & Shah and M M Nissim & Co., the present Auditors of the Company are eligible for re-appointment.

## SPECIAL BUSINESS

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

RESOLVED that Mr Ashok Jacob who was appointed as an additional Director of the Company on 26-10-1998 pursuant to Section 260 of the Companies Act, 1956, and who holds office till the conclusion of this Annual General Meeting and in respect of whom a notice has been received from a member under Section 257 of the Companies Act, 1956 together with a deposit of Rs. 500 proposing his candidature for the office of the Director be and is hereby appointed as a Director of the Company.

9. To consider and if thought fit, to pass the following resolutions as Special Resolutions, with or without modification:

a) RESOLVED that in terms of Section 17[1] of the Companies Act, 1956 and subject to the approval, if any, of the Company Law Board, the following Sub Clause be inserted after the existing Sub Clause 14 I in Clause III of the Memorandum of Association of the Company dealing with the objects of the Company.

14J. To manufacture, produce, buy, procure, sell, act as agents and/or dealers or otherwise deal in all kinds of sports goods, devices, appliances, apparel, equipment, accessories and other items connected, directly or indirectly, with sporting activities, both indoor and outdoor. To produce, purchase, procure, sell and deal in any manner with all items required for conducting and/or participating in any sporting activities. To establish, institute and/or conduct any foundation, academy or association for the promotion, upliftment and betterment of any sports activity and/or to participate in any organisation, foundation established for the welfare and development of any sporting activity, within the country or Overseas.

- b) RESOLVED that the Company do hereby accord approval under Section 149[2A] of the Companies Act, 1956 to commence and carry on business in the areas covered by



sub clause 14J of clause III of the Memorandum of Association of the Company.

10. To consider and if thought fit, to pass the following resolution as a Special Resolution, with or without modification :

Pursuant to Sections 198, 269, 309, 310 and 311 and other applicable provisions, if any, of the Companies Act, 1956, approval of the Company be and is hereby accorded to the re-appointment of Mr K M Mammen Mappillai, as Chairman & Managing Director of the Company for a period of 5 years commencing from 01-04-2000 on the following terms and conditions:

1. Salary : Rs. 1,00,000 p.m. in the scale of Rs. 1,00,000-20,000-2,00,000.
2. Perquisites : In addition to the above, he shall be entitled to the following perquisites restricted to an amount equal to his annual salary. Unless the context otherwise requires, perquisites are classified into three categories - 'A', 'B' and 'C' as follows :

**CATEGORY 'A' :**

This will comprise house rent allowance, leave travel concession, medical reimbursement, club fees and personal accident insurance. This will be provided as under :

- (i) Housing I : The expenditure by the Company on hiring furnished accommodation will be subject to a limit of sixty per cent of salary over and above ten per cent payable by him.

Housing II : In case the accommodation is owned by the Company, ten per cent of the salary shall be deducted by the Company.

Housing III : In case no accommodation is provided by the Company, he shall be entitled to house rent

allowance subject to the ceiling laid down in Housing I.

Explanation : The expenditure incurred by the Company on gas, electricity, water and furnishing, if any, shall be valued as per the Income-tax Rules, 1962.

- (ii) Medical reimbursement : For self and his family subject to a ceiling of one month's salary in a year or three months' salary in a block of three years.
- (iii) Leave Travel Concession : For self and his family, once in a year, in accordance with the rules of the Company.
- (iv) Club Fees : Club fees, subject to a maximum of two clubs. This will not include admission and life membership fees.
- (v) Personal Accident Insurance : Premium not to exceed Rs. 4,000 per annum.

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

**CATEGORY 'B' :**

- (i) Contributions to Provident Fund, Pension/Superannuation Fund Schemes are in accordance with the Company's rules and regulations in force from time to time and 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, 1961. Gratuity payable in accordance with the approved fund which does not exceed half a month's salary for each completed year of service.
- (ii) Encashment of leave at the end of the tenure as per the rules of the Company.



However, these will not be included in the computation of ceiling on perquisites.

**CATEGORY 'C' :**

Provision of car for use on Company's business and telephone at residence will not be considered as perquisites. However, personal long distance telephone calls and use of car for private purposes shall be recovered by the Company.

3. Commission : An amount by way of commission, in addition to the above salary and perquisites, calculated at a rate not exceeding 1% of net profits of the Company, subject to a ceiling of 12 months' salary and subject also to the overall ceilings laid down in Sections 198 and 309 of the Companies Act, 1956, will be payable annually.
4. Minimum Remuneration : Notwithstanding anything to the contrary contained herein, where, in any financial year during the currency of the tenure of Mr K M Mammen Mappillai, the Company has no profits or its profits are inadequate, the Company will pay salary and perquisites not exceeding the ceiling laid down in Section II of Part II of Schedule XIII as minimum remuneration.

RESOLVED FURTHER that the Board of Directors be and is hereby authorised to enhance, enlarge, widen, alter or vary the extent and scope of the remuneration and perquisites, including the monetary value thereof, payable to the Managing Director subject to the limits, if any, specified under the provisions of the Companies Act, 1956, or any amendment thereto, from time to time.

The above terms and conditions shall be deemed to be an abstract under Section 302 of the Companies Act, 1956.

Messrs. K M. Mammen Mappillai, K M Philip, K M Mammen and Arun Mammen are considered as interested or concerned in the above resolution.

11. To consider and if thought fit, to pass the following resolution as a Special Resolution, with or without modification:

Pursuant to Sections 198, 269, 309, 310 and 311 and other applicable provisions, if any, of the Companies Act, 1956, approval of the Company be and is hereby accorded to the reappointment of Mr K M Philip, as Whole-time Director of the Company for a period of 5 years commencing from 01-04-2000 on the following terms and conditions:

1. Salary : Rs. 1,00,000 p.m. in the scale of Rs. 1,00,000-20,000-2,00,000.

2. Perquisites: In addition to the above, he shall be entitled to the following perquisites restricted to an amount equal to his annual salary. Unless the context otherwise requires, perquisites are classified into three categories - 'A', 'B' and 'C' as follows:

**Category 'A' :**

This will comprise house rent allowance, leave travel concession, medical reimbursement, club fees and personal accident insurance. This will be provided as under :

- (i) Housing I: The expenditure by the Company on hiring furnished accommodation will be subject to a limit of sixty per cent of salary over and above ten per cent payable by him.

Housing II: In case the accommodation is owned by the Company, ten per cent of the salary shall be deducted by the Company.

Housing III: In case no accommodation is provided by the Company, he shall be entitled to house rent allowance subject to the ceiling laid down in Housing I.

Explanation: The expenditure incurred by the Company on gas, electricity, water and furnishing, if any, shall be valued as per the Income-tax Rules, 1962.



- (ii) Medical reimbursement: For self and his family subject to a ceiling of one month's salary in a year or three months' salary in a block of three years.
  - (iii) Leave Travel Concession: For self and his family, once in a year, in accordance with the rules of the Company.
  - (iv) Club Fees: Club fees, subject to a maximum of two clubs. This will not include admission and life membership fees.
  - (v) Personal Accident Insurance: Premium not to exceed Rs. 4,000 per annum.
- Explanation: For the purpose of category 'A', 'Family' means spouse, dependent children and dependent parents.

Category 'B' :

- (i) Contributions to Provident Fund, Pension/Superannuation Fund Schemes are in accordance with the Company's rules and regulations in force from time to time and 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, 1961. Gratuity payable in accordance with the approved fund which does not exceed half a month's salary for each completed year of service.
  - (ii) Encashment of leave at the end of the tenure as per the rules of the Company.
- However, these will not be included in the computation of ceiling on perquisites.

Category 'C' :

Provision of car for use on Company's business and telephone at residence will not be considered as perquisites.

However, personal long distance telephone calls and use of car for private purposes shall be recovered by the Company.

- 3. Commission: An amount by way of commission, in addition to the above salary and perquisites, calculated at a rate not exceeding 1% of net profits of the Company, subject to a ceiling of 12 months' salary and subject also to the overall ceilings laid down in Sections 198 and 309 of the Companies Act, 1956, will be payable annually.
- 4. Minimum Remuneration: Notwithstanding anything to the contrary contained herein, where, in any financial year during the currency of the tenure of Mr K M Philip, the Company has no profits or its profits are inadequate, the Company will pay salary and perquisites not exceeding the ceiling laid down in Section II of Part II of Schedule XIII as minimum remuneration.

RESOLVED FURTHER that the Board of Directors be and is hereby authorised to enhance, enlarge, widen, alter or vary the extent and scope of the remuneration and perquisites, including the monetary value thereof, payable to the whole-time Director subject to the limits, if any, specified under the provisions of the Companies Act, 1956, or any amendment thereto, from time to time.

The above terms and conditions shall be deemed to be an abstract under Section 302 of the Companies Act, 1956.

Messrs. K M Mammen Mappillai, K M Philip, K M Mammen and Arun Mammen are considered as interested or concerned in the above resolution.

- 12. To consider and if thought fit, to pass the following resolution as an Ordinary resolution, with or without modification:  
Pursuant to Sections 198, 269, 309, 310 and 311 and other applicable provisions, if any, of the Companies Act, 1956, approval of the Company be and is hereby accorded to the





## MRF LTD, CHENNAI

Information as per Section 217(2A) of the Companies Act, 1956 read with Companies (Particulars of Employees) Rules, 1975 and forming part of the Directors' Report for the year ended 30th September, 1998

(a) Name (b) Age (c) Designation/Nature of Duties (d) Remuneration received : Gross (e) Remuneration received : Net (f) Qualifications (g) Experience (Years) (h) Date of commencement of employment with the Company (i) Last Employment

### A. EMPLOYED THROUGHOUT THE YEAR

(a) Abraham K J\* (b) 60 (c) Director Manufacturing (d) 1440814 (e) 756855 (f) B.S.C., M.TECH. (g) 41 (h) 05/11/60 (i) Nil (a) Anantharaman P R (b) 51 (c) General Manager-Cost and Budget (d) 903607 (e) 552250 (f) B.COM., A.C.A., AICWA, A.C.S. (g) 29 (h) 3 1/07/73 (i) The Western India Match Co.Ltd. (a) Amal Balwant Rao (b) 55 (c) Manager Legal, HO (d) 493631 (e) 304831 (f) B. SC., BL, PGDBM (g) 28 (h) 07/01/82 (i) Christian Arts & Communication (a) Anthony Rodricks (b) 52 (c) General Manager Advertising (d) 573243 (e) 313083 (f) B.A., Dip. in A.M & P.R (g) 25 (h) 17/05/82 (i) J.K Industries Ltd (a) Albert Xavier Moses (b) 52 (c) Plant Human Resources Manager, Tvt Unit (d) 632324 (e) 361674 (f) M.A., DSSA, BL (g) 27 (h) 08/01/75 (i) M/S Kotha ri Sugars & Chemicals Ltd (a) Abraham T I (b) 53 (c) Plant Engineering Manager, Kottayam Unit (d) 584110 (e) 361477 (f) D.M.E. (g) 32 (h) 19/01/66 (i) Nil (a) Asokan R (b) 56 (c) Chief Engineer Civil (d) 619583 (e) 352115 (f) B.E. (g) 33 (h) 01/09/83 (i) Sirsil Ltd (a) S Arputharaj (b) 49 (c) Manager Electrical Maintenance, Medak Unit (d) 351160 (e) 286703 (f) L.E.E. (g) 29 (h) 31/01/79 (i) Amaravathi Co-Op Sugar Mills (a) Anthony Bareto (b) 46 (c) Deputy Manager Mechanical Maintenance, Goa Unit (d) 326206 (e) 247472 (f) D.M.E. (g) 25 (h) 15/05/75 (i) Desan Co.Ltd (a) Ratnakar S Amonkar (b) 46 (c) Deputy Manager Production, Goa Unit (d) 316213 (e) 247170 (f) B.S.C. (g) 23 (h) 21/07/75 (i) Nil (a) A Abraham Joseph (b) 42 (c) District Manager, Vijayawada (d) 325647 (e) 259065 (f) B.S.C., MBA (g) 16 (h) 30/12/82 (i) Keltron (a) Arumugam K G (b) 55 (c) Manager Mechanical Maintenance, Tvt Unit (d) 464867 (e) 292623 (f) L.M.E. (g) 35 (h) 21/03/64 (i) Government General Purpose Workshop (a) Arun Mammen (b) 33 (c) Whole-time Director (d) 1277090 (e) 976012 (f) B.Com., M.B.A. (USA) (g) 8 (h) 01/09/90 (i) Nil (a) Mrs Anna Jacob (b) 31 (c) Manager Environmental Engineering (d) 482403 (e) 342548 (f) B.E. (H) MS (g) 9 (h) 02/04/91 (i) Port Authority of New York & New Jersey (a) Abraham George Vadakkal (b) 45 (c) Technical Service Manager, HO (d) 447211 (e) 346554 (f) B.S.C. (ENGG.) (g) 24 (h) 01/04/93 (i) Premier Tyres Ltd (a) Arun Gopal (b) 30 (c) Marketing Support Manager, HO (d) 310823 (e) 245941 (f) B.E., MBA (g) 8 (h) 02/09/96 (i) Essar Gujarat Ltd (a) Balasubramanian K (b) 53 (c) Manager Electrical Maintenance, Kottayam Unit (d) 383263 (e) 246031 (f) L.E.E. (g) 34 (h) 01/10/64 (i) Nil (a) Babu Alexander (b) 59 (c) Manager Materials, HO (d) 428004 (e) 310855 (f) B.COM. (g) 38 (h) 19/02/66 (i) Haffkine Institute (a) Babu Kurian (b) 56 (c) Manager Planning, HO (d) 355411 (e) 261868 (f) B.A. (g) 30 (h) 05/10/68 (i) Electro Diesel (P) Ltd (a) Balakrishnan T (b) 54 (c) Manager Industrial Engineering, HO (d) 347180 (e) 248678 (f) B.S.C., M.B.A. (g) 29 (h) 06/11/69 (i) Directorate of Health Services (a) Balakrishnan T R (b) 53 (c) Manager Export Operations, HO (d) 386169 (e) 292507 (f) B.A. (g) 35 (h) 14/05/65 (i) Tiruvottiyur Municipality (a) Baby P C (b) 60 (c) Manager Engineering Stores, Tvt Unit (d) 346884 (e) 250191 (f) B.A. (g) 35 (h) 06/07/63 (i) Nil (a) Balakrishnan P K (b) 50 (c) Manager Project Engineering, Goa Unit (d) 546236 (e) 377452 (f) D.M.E. (g) 28 (h) 01/02/84 (i) J K Industries Ltd (a) Shankant M Bhidye (b) 51 (c) Asst. Manager Cost, Goa Unit (d) 307371 (e) 238034 (f) B.A. (g) 32 (h) 01/04/74 (i) Goa Shipyard Ltd (a) Bedi I S (b) 56 (c) General Manager - Speciality Coatings Division (d) 853155 (e) 465108 (f) B.E., M.S.C. (IE & M) (g) 34 (h) 20/11/89 (i) Shalimar Paints Ltd. (a) Biji Thomas Alexander (b) 39 (c) Regional Sales Manager (West) (d) 325875 (e) 214032 (f) B.COM. (g) 17 (h) 27/04/92 (i) Onida Saka Ltd (a) Choksi D M (b) 63 (c) Secretary (d) 1924314 (e) 936862 (f) B.S.C., LL.B., F.C.S. (g) 36 (h) 30/04/79 (i) Deepak Insulated Cable Corporation Ltd. (a) Chandrakanth Kamath T (b) 51 (c) Corporate Manager Mould Design, Corporate Technical (d) 517175 (e) 345545 (f) B.E., M.S.C. (PROD.ENGG.) (g) 26 (h) 13/06/73 (i) The Western India Match Co.Ltd (a) Cherian K E (b) 47 (c) Plant Technical Manager, Kottayam Unit (d) 413728 (e) 266306 (f) B.S.C. (g) 26 (h) 26/09/72 (i) Nil (a) Cyril Pereira (b) 49 (c) Manager Mechanical Maintenance, Goa Unit (d) 501214 (e) 317631 (f) D.M.E. (g) 25 (h) 15/06/73 (i) Nil (a) Claudio A Fernandes (b) 50 (c) Manager Human Resources, Goa Unit (d) 367114 (e) 276224 (f) B.S.C. (g) 25 (h) 09/07/73 (i) Nil (a) D Chalapathi (b) 54 (c) Senior Security Officer, Medak Unit (d) 326307 (e) 260395 (f) B.A. (g) 38 (h) 30/10/92 (i) M/s.Bakelite Hylam Ltd (a) Dias C P J (b) 58 (c) Director Engineering (d) 1367365 (e) 721775 (f) B.E. (g) 37 (h) 20/06/62 (i) Central Polytechnic (a) David Sunder Raj I (b) 59 (c) Corporate Manager Product Testing, Tvt Unit (d) 597073 (e) 405367 (f) B.S.C. (g) 36 (h) 17/09/62 (i) Nil (a) Durairaj K (b) 54 (c) Deputy Manager Mechanical Maintenance, Tvt Unit (d) 332089 (e) 251666 (f) D.M.E. (g) 30 (h) 01/03/68 (i) Mettur Industries (a) Deepak Khanna (b) 44 (c) Sales Manager-North/West (d) 641394 (e) 375801 (f) B.A. (HONS.), D.M.M. (g) 23 (h) 06/06/84 (i) Shriram Fertilizers & Chemicals (a) Deivasigamani V (b) 44 (c) Manager Indirect Taxes, HO (d) 350197 (e) 238759 (f) B.S.C., F.I.C.W.A. (g) 23 (h) 02/05/97 (i) Dept. of Company Affairs (a) Eapen K Oommen (b) 52 (c) Senior Security Officer, Kottayam Unit (d) 316441 (e) 246730 (f) S.S.L.C. (g) 34 (h) 10/09/73 (i) Indian Air Force (a) Edwin Moraes (b) 50 (c) Plant Quality Assurance Manager, Goa Unit (d) 463983 (e) 298428 (f) B.S.C. (g) 26 (h) 06/06/72 (i) Nil (a) Felix Paul S L (b) 54 (c) Manager Computer Operations, HO (d) 558480 (e) 410999 (f) B.COM., PGDBA (g) 32 (h) 25.03.87 (i) Lucas TVS Ltd. (a) George K\* (b) 66 (c) Executive Director - Technical & Manufacturing (d) 1884583 (e) 942753 (f) B.E. (g) 41 (h) 05/11/60 (i) Hindustan Shipyard (a) George John A\* (b) 61 (c) Director R & D (d) 1393933 (e) 717960 (f) M.S.C., AMPRI (g) 39 (h) 05/11/60 (i) Fatima Mata National College (a) George Mathew (b) 58 (c) Senior General Manager - Kottayam Plant (d) 1137629 (e) 773425 (f) B.S.C. (ENGG.) (g) 36 (h) 01/06/62 (i) Nil (a) George Thomas (b) 60 (c) Asst. Company Secretary (d) 834011 (e) 454179 (f) B.S.C., A.C.A., F.C.S. (g) 35 (h) 13/09/72 (i) Devon Plastics (a) Govindankutty C (b) 55 (c) General Manager-Accounts (d) 780236 (e) 427447 (f) B.COM., A.C.A., AICWA, A.C.S., MIMA (g) 32 (h) 01/10/79 (i) National Petro Chemical Co., Iran (a) George G (b) 53 (c) Corporate Manager Personnel & Services, HO (d) 655559 (e) 426111 (f) B.S.C., MSW (g) 30 (h) 01/12/73 (i) Metropolitan Instruments Ltd (a) Godwin D S David (b) 54 (c) Plant Engineering Manager, Tvt Unit (d) 570991 (e) 324303 (f) B.E. (g) 30 (h) 02/11/71 (i) Bata



Information as per Section 217(2A) of the Companies Act, 1956 read with Companies (Particulars of Employees) Rules, 1975 and forming part of the Directors' Report for the year ended 30th September, 1998

(a) Name (b) Age (c) Designation/Nature of Duties (d) Remuneration received : Gross (e) Remuneration received : Net (f) Qualifications (g) Experience (Years) (h) Date of commencement of employment with the Company (i) Last Employment

Shoe Co. (P) Ltd., (a) Gopalakrishnan T (b) 60 (c) Manager RM Stores, Tvt Unit (d) 364827 (e) 282390 (f) B.COM (g) 34 (h) 25/08/64 (i) Nil (a) Gopalakrishnan R (b) 39 (c) Manager Planning, HO (d) 348848 (e) 247650 (f) M.E. (g) 15 (h) 26/02/86 (i) Best & Crompton Engg. Ltd (a) George P Koruthu (b) 58 (c) Plant Quality Assurance Manager, Kottayam Unit (d) 537532 (e) 371431 (f) B.SC. (g) 35 (h) 16/02/63 (i) Nil (a) George Ninan (b) 45 (c) Plant Human Resources Manager, Goa Unit (d) 487877 (e) 292892 (f) B.A.,M.B.A. (g) 22 (h) 20/05/82 (i) Voluntary Health Association of India (a) V Gopalswamy (b) 44 (c) Manager Internal Audit, Goa Unit (d) 351093 (e) 253211 (f) B.COM.,A.C.A.,A.I.C.W.A.,A.C.S. (g) 18 (h) 08/02/80 (i) Bharat Heavy Electricals Ltd (a) George Mani (b) 45 (c) Sales Manager-South/East (d) 627567 (e) 366158 (f) B.A. (g) 25 (h) 04/04/83 (i) Indo Burma Petroleum Co.Ltd. (a) K V Govindankutty (b) 48 (c) Personal Secretary,HO (d) 306229 (e) 249139 (f) P.U.C. (g) 30 (h) 26/09/68 (i) Nil (a) Laxman P Ghadi (b) 49 (c) Asst. Manager Industrial Engineering, Goa Unit (d) 306420 (e) 242453 (f) B.SC. (g) 25 (h) 07/06/73 (i) Nil (a) Gharia R C (b) 51 (c) General Manager Conveyor Belting (d) 741033 (e) 437913 (f) B.E. (g) 27 (h) 04/01/88 (i) Hilton Rubber Ltd. (a) George Mathews (b) 42 (c) Manager Project Engineering, HO (d) 368184 (e) 261370 (f) B.SC. (ENG.G.) (g) 20 (h) 01/07/88 (i) Fuller K C P Ltd (a) Hariharan N S (b) 50 (c) Deputy Manager Production, Tvt Unit (d) 316988 (e) 242764 (f) B.SC. (g) 29 (h) 25/10/68 (i) Nil (a) Ignatius S (b) 63 (c) General Manager-Indirect Taxes (d) 848547 (e) 460217 (f) B.A. (HONS.) .B.L. (g) 41 (h) 01/06/67 (i) Central Excise Dept. (a) Issac Anand Philip (b) 47 (c) Regional Sales Manager (East) (d) 491392 (e) 302656 (f) B.SC. (g) 25 (h) 11/05/84 (i) Sheel Agencies (a) Iype Mathew (b) 42 (c) Plant Human Resources Manager, Kottayam Unit (d) 379116 (e) 251742 (f) B.S.C.,M.A. (g) 18 (h) 03/05/82 (i) Union Carbide India Ltd (a) P S Issac (b) 39 (c) Manager Project Engineering, HO (d) 331845 (e) 255075 (f) B.E.(g) 16 (h) 08/07/86 (i) Bokaro Steel Plant (a) M Ilanghovan (b) 39 (c) Manager Plant Human Resources, Pondicherry Unit (d) 307459 (e) 243566 (f) B.S.C.,B.L.,MBA (g) 11 (h) 11/12/95 (i) Binny Ltd (a) Jacob Cherian K (b) 55 (c) Manager Accounts (Salaries) , HO (d) 338084 (e) 266967 (f) B.A. (g) 32 (h) 06/02/67 (i) National Cadet Corps (a) Jossy Manjila Joseph (b) 40 (c) Manager Taxation, HO (d) 312514 (e) 250158 (f) B.COM.,F.C.A. (g) 18 (h) 26/09/83 (i) M/s.Manjila Films (a) Jacob V C (b) 54 (c) General Manager-Product Development (Truck) (d) 747640 (e) 411046 (f) B.TECH. (g) 30 (h) 16/12/67 (i) Nil (a) John Thamburatanm L (b) 47 (c) Corporate Manager-Product Development (PG V) (d) 519180 (e) 310144 (f) B.S.C.,LPRI (g) 28 (h) 12/12/80 (i) Vikrant Tyres Ltd (a) Joseph John N (b) 59 (c) Manager Technical Service (d) 486201 (e) 350688 (f) B.S.C. (g) 35 (h) 20/07/63 (i) Nil (a) Jagadeesh M C (b) 53 (c) Deputy Manager Plant Technical, Tvt Unit (d) 322652 (e) 245233 (f) M.S.C. (g) 30 (h) 29/11/67 (i) Nil (a) A O Jose (b) 49 (c) Office Manager, Ernakulam (d) 323836 (e) 260477 (f) B.COM. (g) 23 (h) 01/10/78 (i) Emison Pharmaceuticals (a) Jawahar P (b) 44 (c) Deputy Manager Production, Tvt Unit (d) 306642 (e) 247126 (f) B.S.C. (g) 22 (h) 08/01/80 (i) M/s.Standard Tyre Products Ltd (a) Jacob P M (b) 49 (c) Plant Engineering Manager, Arkonam Unit (d) 573890 (e) 350953 (f) D.M.E. (g) 29 (h) 29/12/73 (i) Tamilnadu Electricity Board (a) Jacob Varghese (b) 50 (c) Deputy Manager Production Planning, Kottayam Unit (d) 305909 (e) 244182 (f) M.S.C. (g) 25 (h) 04/12/72 (i) Nil (a) John Cherian K (b) 53 (c) Manager Purchase (Rubber) (d) 479079 (e) 294059 (f) B.A. (g) 31 (h) 01/12/66 (i) Nil (a) Joseph C K (b) 60 (c) Production Manager, Kottayam Unit (d) 591113 (e) 338511 (f) B.A. (g) 35 (h) 03/08/63 (i) Nil (a) Jayamani B (b) 47 (c) Manager Analytical Lab, Corporate Technical (d) 456060 (e) 347024 (f) B.S.C.,LPRI (g) 23 (h) 29/10/74 (i) Nil (a) Joseph C Eapen (b) 44 (c) Manager District Operations,HO (d) 314985 (e) 238112 (f) M.COM.,D.PM. (g) 22 (h) 05/09/86 (i) M/s.United Engineers Corporation (a) John William (b) 33 (c) Deputy Manager Electrical Engineering, Tvt Unit (d) 302623 (e) 231865 (f) B.E.,A.M.I.E.,M.S. (g) 12 (h) 29/09/86 (i) Nil (a) T Job Thomas (b) 35 (c) Deputy Manager Systems, HO (d) 303037 (e) 236513 (f) B.S.C.,PGDPM&IR (g) 13 (h) 14/08/89 (i) E T C Computer Centre (a) Joseph Mani (b) 51 (c) Director Human Resources & Services (d) 1246920 (e) 637917 (f) M.S.C.,MBA (g) 24 (h) 18/10/93 (i) The Arvind Mills Ltd (a) Jones Sundersingh N (b) 40 (c) Manager-Banking & Insurance, HO (d) 354787 (e) 281540 (f) M.S.C.,CAIIB,DCM,A.I.C.W.A.,M.B.A. (g) 16 (h) 01/09/94 (i) State Bank of Mysore (a) Koshy Zachariah (b) 60 (c) Executive Director - Finance (d) 1842312 (e) 966318 (f) B.COM.,I.C.M.A. (LON.) ,AICWA (g) 34 (h) 31/03/86 (i) Automotive Axles Ltd. (a) Krishnan Veerappan (b) 46 (c) Corporate Resident Manager - Delhi (d) 743572 (e) 476905 (f) B.COM.,PGIDBM,PGCEM (g) 25 (h) 18/06/73 (i) Manhattan Business Systems P. Ltd. (a) Krishnan Kutty K (b) 58 (c) Manager Raw Materials, HO (d) 446398 (e) 340688 (f) B.A. (g) 36 (h) 01/01/62 (i) Nil (a) Kurien J (b) 50 (c) Corporate Manager Compounding & Heat Engineering (d) 518623 (e) 311198 (f) B.S.C. (g) 32 (h) 26/07/66 (i) Nil (a) Krishnamoorthy P M (b) 57 (c) Senior General Manager - Medak Plant (d) 951158 (e) 551311 (f) B.S.C.,MBA (g) 36 (h) 17/05/62 (i) Nil (a) Kalimani D (b) 55 (c) General Manager-Engineering (Electrical) (d) 692394 (e) 376679 (f) B.E. (g) 33 (h) 21/05/66 (i) C.S.I.R. (a) Korah C Varkey (b) 55 (c) Manager Mixing, Retreading & Repair Materials (d) 397167 (e) 249712 (f) B.S.C. (g) 32 (h) 07/01/66 (i) Nil (a) Kartha K K (b) 51 (c) Manager Tubes, Kottayam Unit (d) 461764 (e) 285761 (f) B.S.C. (g) 32 (h) 21/07/66 (i) Nil (a) Kenneth M Desouza (b) 43 (c) Deputy Manager Mechanical Maintenance, Goa Unit (d) 327117 (e) 249534 (f) D.M.E. (g) 23 (h) 03/02/75 (i) Nil (a) T M Kurian (b) 47 (c) Deputy Manager Production, Goa Unit (d) 325661 (e) 248347 (f) M.A. (g) 24 (h) 19/12/73 (i) Nil (a) Sahanand B Keni (b) 50 (c) Deputy Manager Quality Assurance, Goa Unit (d) 308291 (e) 241986 (f) B.S.C. (g) 25 (h) 17/09/73 (i) Nil (a) N B Kartha (b) 56 (c) Manager Purchase, Goa Unit (d) 314201 (e) 237747 (f) B.A. (g) 37 (h) 16/09/63 (i) All India and International Commercial Publications (a) Kishore Kalambi (b) 47 (c) District Manager,Pune (d) 300163 (e) 202606 (f) S.S.C. (g) 26 (h) 20/07/72 (i) Nil (a) Kuriyan Joseph (b) 58 (c) Senior General Manager Materials (d) 1158896 (e) 599426 (f) B.S.C. (ENG.G.) (g) 35 (h) 05/09/63 (i) Nil (a) P Kurian Zachariah (b) 48 (c) Deputy Manager RM Stores, Kottayam Unit (d) 323337 (e) 256935 (f) B.S.C. (g) 26 (h) 01/12/71 (i) Nil (a) Koshy K Varghese (b) 42 (c) General Manager Product-Truck/ATP/





Information as per Section 217(2A) of the Companies Act, 1956 read with Companies (Particulars of Employees) Rules, 1975 and forming part of the Directors' Report for the year ended 30th September, 1998

(a) Name (b) Age (c) Designation/Nature of Duties (d) Remuneration received : Gross (e) Remuneration received : Net (f) Qualifications (g) Experience (Years) (h) Date of commencement of employment with the Company (i) Last Employment

L J A (b) 40 (c) Senior Sales Executive Leather Products (d) 301048 (e) 243466 (f) B.SC. (g) 18 (h) 21/05/80 (i) Nil (a) Sekhar T A (b) 43 (c) Manager Corporate Planning & Development Dept. (d) 465100 (e) 282554 (f) B.COM. (g) 21 (h) 29/04/88 (i) SPIC (a) Suryanarayana S L (b) 49 (c) Manager Project Accounts, HO (d) 550130 (e) 337745 (f) M.COM. (g) 29 (h) 24/04/89 (i) Automotive Axles Ltd (a) Shah N S (b) 45 (c) Technical Manager Conveyor Belting (d) 516686 (e) 389988 (f) B.SC. (g) 19 (h) 18/03/91 (i) Hilton Rubbers Ltd (a) Ms Susheela V (b) 60 (c) General Manager-Systems & EDP (d) 770843 (e) 404935 (f) B.A.,MBA (g) 41 (h) 01/07/91 (i) EID Parry (India) Ltd. (a) Srinivasulu C (b) 37 (c) Manager Human Resources, Tvt Unit (d) 308851 (e) 239428 (f) B.SC.,M.A.,P.G.P.M. (g) 18 (h) 09/10/91 (i) M/s.Hindustan Aeronautics Ltd (a) Sharlin Thayil (b) 35 (c) Product Manager - Easy (d) 416679 (e) 289476 (f) B.SC.,PGDM (g) 15 (h) 03/09/92 (i) Paharpur Industries Ltd (a) S Sreekumar (b) 37 (c) Manager Distribution, HO (d) 300707 (e) 238595 (f) M.SC.,PGDBA (g) 11 (h) 02/08/93 (i) Orient Longman Ltd (a) R Seshadri (b) 49 (c) Manager Sales Tax, HO (d) 311292 (e) 242651 (f) B.A.,Dip.ST (g) 28 (h) 09/09/96 (i) Tube Investments of India Ltd (a) Thirumal Rao V (b) 53 (c) General Manager Company Affairs (d) 648527 (e) 368454 (f) B.COM.,LL.B. (g) 26 (h) 14/12/83 (i) Mettur BeardSell Ltd. (a) K M Thomas (b) 51 (c) Manager Franchisee Support, HO (d) 322659 (e) 245423 (f) B.SC. (g) 27 (h) 18/06/73 (i) Boots Company India Ltd (a) P Titus John (b) 46 (c) Manager Project Engineering, HO (d) 331528 (e) 262559 (f) B.E. (g) 22 (h) 09/08/82 (i) Shapoorji Pallonji & Co.P.Ltd (a) Theodore S Raj (b) 58 (c) General Manager-Product Development (F & D) (d) 866808 (e) 478793 (f) B.SC. (g) 35 (h) 23/10/62 (i) Nil (a) Thomas V (b) 59 (c) Manager Planning Services, Tvt Unit (d) 423885 (e) 273284 (f) B.SC. (g) 37 (h) 13/12/61 (i) Nil (a) Thangarajan P K (b) 60 (c) Manager Production Services, Tvt Unit (d) 444353 (e) 279780 (f) B.SC. (g) 35 (h) 10/11/62 (i) Nil (a) Thomas Thompson (b) 54 (c) Manager Tyres, Kottayam Unit (d) 441681 (e) 294159 (f) B.SC. (g) 30 (h) 01/12/67 (i) K.C.P.Ltd (a) Thomas Mathen K (b) 39 (c) Manager Plant Technical, Tvt Unit (d) 308649 (e) 244437 (f) B.SC. (ENG.G.) (g) 15 (h) 01/07/86 (i) South India Wire Ropes Ltd (a) T Thomas Anjilivelil (b) 44 (c) Manager Internal Audit, Kottayam Unit (d) 312133 (e) 244268 (f) B.COM.,A.C.A. (g) 17 (h) 01/08/83 (i) Kurien & Co. (a) D M S Uttamraj (b) 49 (c) Deputy Manager Planning Services (d) 332994 (e) 263333 (f) B.A.,B.G.L. (g) 23 (h) 14/03/75 (i) Nil (a) Ulhas Sakhardande (b) 46 (c) Manager Production Planning, Goa Unit (d) 373251 (e) 280202 (f) B.SC. (g) 25 (h) 09/10/72 (i) Nil (a) Veerabhadran S (b) 53 (c) Manager HO Accounts (d) 509408 (e) 314306 (f) B.COM.,A.C.A. (g) 28 (h) 14/09/72 (i) M/s.Ram & Co.Chartered Accountants (a) Viswanathan A S (b) 59 (c) Manager Cost, HO (d) 502680 (e) 306731 (f) B.SC. (g) 37 (h) 25/03/63 (i) Remington Rand of India Ltd. (a) M V Vijayaraghavan (b) 52 (c) Personal Secretary, HO (d) 315282 (e) 240253 (f) P.U.C. (g) 37 (h) 18/03/65 (i) Joshi & Co. (a) Vijay K Arora (b) 40 (c) General Manager Product - Passenger (d) 569373 (e) 340311 (f) B.COM.,B.L. (g) 17 (h) 02/07/84 (i) Lintas India Ltd (a) Verghese Oommen (b) 57 (c) Corporate Manager Marketing Operations, HO (d) 651204 (e) 381343 (f) B.COM. (g) 37 (h) 21/11/60 (i) Nil (a) G T Verghese (b) 52 (c) Manager Franchisee Development, Speciality Coatings Division (d) 343224 (e) 275998 (f) B.COM. (g) 30 (h) 30/03/68 (i) Nil (a) Vaidyanathan S (b) 55 (c) Production Manager, Tvt Unit (d) 654195 (e) 367104 (f) B.SC. (g) 32 (h) 11/11/65 (i) A.V.C. College (a) Varghese Abraham (b) 59 (c) Manager Instrumentation, Tvt Unit (d) 419284 (e) 289706 (f) B.SC. (g) 37 (h) 20/07/63 (i) Baghmara High English School (a) Vernon D'Costa (b) 55 (c) Corporate Manager HRD, HO (d) 559675 (e) 322239 (f) L.P.H.,B.EI.,PGDIR (g) 28 (h) 02/04/84 (i) Associated Cement Co.Ltd. (a) Vasant U. Sawant (b) 50 (c) Manager Production (F620), Goa Unit (d) 362914 (e) 280392 (f) B.SC. (g) 25 (h) 09/10/72 (i) Nil (a) C V Varghese (b) 48 (c) Deputy Manager Franchisee Development (d) 330026 (e) 255854 (f) B.A. (g) 28 (h) 01/07/79 (i) International Traders (a) Vijay Kumar Chadha (b) 40 (c) District Manager, Lucknow (d) 300821 (e) 203709 (f) B.A. (g) 16 (h) 15/07/82 (i) Nil (a) Venkataraman G (b) 55 (c) General Manager Industrial Engineering (d) 727438 (e) 409917 (f) B.SC. (ENG.G.), PGDBM (g) 32 (h) 06/06/86 (i) Tata Engineering & Locomotive Co. Ltd. (a) Vijaykumar Sharma (b) 49 (c) Manager Sales Support, HO (d) 515875 (e) 323180 (f) B.SC. (g) 26 (h) 04/05/85 (i) Richardson Hindustan Ltd (a) Verghese Kuruvilla (b) 46 (c) Manager Accounts, HO (d) 312349 (e) 233425 (f) B.A.,PGIDBA (g) 20 (h) 15/05/89 (i) E.I.D.Parrry (India) Ltd (a) K M Varghese (b) 40 (c) Deputy Manager Plant Technical, Kottayam Unit (d) 305068 (e) 249321 (f) B.TECH. (g) 14 (h) 17/06/91 (i) M/s.Philips Carbon Black Ltd (a) Verghese Antony (b) 45 (c) Marketing Manager (Speciality Coatings) (d) 686761 (e) 448242 (f) M.TECH. (g) 22 (h) 27/04/92 (i) Asian Paints India Ltd. (a) Vincent Joseph (b) 46 (c) Manager Statistical Quality Control, HO (d) 340147 (e) 272035 (f) M.SC.,MBA,J.D.S. (g) 21 (h) 30/10/95 (i) Ashok Leyland Ltd (a) Xavier P J (b) 49 (c) General Manager-Product Development (LT & P) (d) 787335 (e) 440110 (f) B.TECH. (g) 26 (h) 12/08/75 (i) Bata India Ltd. (a) Xavier S (b) 51 (c) Production Manager, Medak Unit (d) 435921 (e) 279727 (f) D.C.T. (g) 29 (h) 15/07/77 (i) M/s.J.B.A.Printing Inks Ltd (a) Yegnaraman K (b) 50 (c) Manager Project Engineering, HO (d) 354252 (e) 279473 (f) D.M.E. (g) 26 (h) 19/10/82 (i) Alfred Herbert (India) Ltd (a) Zachariah George (b) 58 (c) General Manager Development (CL & S) (d) 815639 (e) 447260 (f) B.SC.,ANCRT,FPRI (LONDON) (g) 32 (h) 15/07/66 (i) Nil (a) C.K.Zachariah (b) 44 (c) Manager Accounts, HO (d) 369686 (e) 259586 (f) B.A.,A.C.A. (g) 9 (h) 04/03/92 (i) Shriram Industrial Enterprises Ltd.

#### **B. EMPLOYED FOR PART OF THE YEAR**

(a) Ashok Reddy P (b) 39 (c) Manager Plant Human Resources, Medak Unit (d) 143486 (e) 103747 (f) B.SC.,Dip.PM&IR,M.B.A. (g) 15 (h) 26/07/90 (i) M.s.Premier Tubes Ltd (a) Chandramouli S (b) 60 (c) Manager Excise, Tvt Unit (d) 227216 (e) 135918 (f) M.A. (g) 40 (h) 28/10/72 (i) Central Excise Dept. (a) Cyril Rex Fernando (b) 35 (c) Marketing



Information as per Section 217(2A) of the Companies Act, 1956 read with Companies (Particulars of Employees) Rules, 1975 and forming part of the Directors' Report for the year ended 30th September, 1998

(a) Name (b) Age (c) Designation/Nature of Duties (d) Remuneration received : Gross (e) Remuneration received : Net (f) Qualifications (g) Experience (Years) (h) Date of commencement of employment with the Company (i) Last Employment

Technical (d) 329189 (e) 251644 (f) B.S.C. (g) 34 (h) 01/03/68 (i) Public Works Department (a) Ramani B C (b) 57 (c) Manager Technical Training & Process Audit (d) 492415 (e) 317314 (f) M.S.C.,LPRI,PGDM (g) 34 (h) 02/05/73 (i) Dunlop-India Ltd (a) Roshan Varghese (b) 45 (c) Corporate Manager Branch Accounts (d) 705271 (e) 512389 (f) B.S.C.,A.C.A. (g) 24 (h) 06/09/79 (i) Autolec Industries (a) Rajan Jesudoss B (b) 50 (c) Manager Human Resources, Tvt Unit (d) 332287 (e) 242353 (f) M.A. (SW) (g) 21 (h) 12/03/82 (i) World Vision (a) Radhakrishnan K (b) 51 (c) Manager Project Engineering, HO (d) 377370 (e) 245802 (f) D.M.E. (g) 31 (h) 06/10/66 (i) Nil (a) Rajkumar Ponraj A (b) 52 (c) Deputy Manager Mechanical Maintenance, Tvt Unit (d) 311658 (e) 240884 (f) D.M.E. (g) 31 (h) 16/08/68 (i) Madras State Electricity Board (a) Rajendran C (b) 48 (c) Manager Production, Tvt Unit (d) 354000 (e) 276665 (f) B.S.C.,DPM (g) 26 (h) 19/01/80 (i) Bharat Gold Mines Ltd (a) Rammohan J (b) 43 (c) Plant Technical Manager, Arkonam Unit (d) 399790 (e) 260999 (f) B.S.C.,LPRI (g) 23 (h) 02/01/84 (i) Modistone (a) T N Ramakrishnan (b) 48 (c) Deputy Manager Mechanical Maintenance, Arkonam Unit (d) 319970 (e) 232540 (f) D.M.E. (g) 28 (h) 28/11/69 (i) Nil (a) Raveendran K A (b) 54 (c) Plant Accounts Manager, Kottayam Unit (d) 574056 (e) 347259 (f) B.COM,A.C.A. (g) 23 (h) 25/04/77 (i) The Kerala State Financial Enterprise Ltd (a) Rajan C Eapen (b) 47 (c) Deputy Manager Mechanical Maintenance, Kottayam Unit (d) 314717 (e) 242169 (f) D.E.E. (g) 25 (h) 16/11/72 (i) Nil (a) Rangarajan T K (b) 45 (c) Plant Accounts Manager, Tvt Unit (d) 491064 (e) 336960 (f) B.COM,A.C.A. (g) 21 (h) 16/08/82 (i) Carborandum Universal Ltd (a) Ramesh Shivan (b) 44 (c) Plant Accounts Manager, Goa Unit (d) 518645 (e) 367872 (f) B.COM,A.C.A. (g) 21 (h) 30/11/77 (i) M/s.Varma & Varma Chartered Accountants (a) Roy Jacob Mathew (b) 47 (c) Manager Electrical Engineering, Goa Unit (d) 369901 (e) 279547 (f) B.S.C. (ENGG.) (g) 25 (h) 11/10/72 (i) Nil (a) Rajat Kumar Nangia (b) 37 (c) District Manager, Mumbai (d) 303420 (e) 197393 (f) B.COM. (g) 16 (h) 27/09/82 (i) Nil (a) V Ravindran (b) 46 (c) Manager Franchisee Development, HO (d) 356607 (e) 277896 (f) B.S.C. (g) 25 (h) 17/03/75 (i) Sajee Enterprises (a) Raman Kumar (b) 50 (c) General Manager-Replacement Sales (d) 652077 (e) 386343 (f) M.S.C. (g) 27 (h) 18/06/73 (i) Pew Cars International (a) S Raghuraman (b) 41 (c) Manager Industrial Engineering, Medak unit (d) 319251 (e) 255503 (f) B.S.C. (ENGG.) (g) 18 (h) 24/03/86 (i) Kerala State Productivity Council (a) Ravi Varghese (b) 44 (c) Deputy Manager Project Engineering, HO (d) 304869 (e) 242945 (f) B.S.C. (ENGG.) (g) 21 (h) 11/08/88 (i) Acctylene Industrial Gas Cyl.Ltd (a) C C Radhakrishnan Nair (b) 48 (c) Deputy Manager Civil Engineering, HO (d) 318372 (e) 256990 (f) B.S.C. (ENGG.) (g) 20 (h) 02/01/90 (i) M/s.Hindustan Construction Co.Ltd (a) W V Raman (b) 33 (c) Asst. Manager, Corporate Planning Development Dept. (d) 351942 (e) 259762 (f) H.S.C. (g) 7 (h) 01/02/91 (i) Nil (a) Raphael Kurian (b) 51 (c) General Manager Toys Division (d) 781429 (e) 517821 (f) B.TECH.,PGDM (g) 26 (h) 01/05/92 (i) The Enfield India Ltd (a) D.P Ramachandran (b) 52 (c) Administrator - MIDD (d) 375622 (e) 247584 (f) B.S.C. (g) 23 (h) 01/07/94 (i) M/s.Seagull Transports (a) Rajan Mathews P (b) 36 (c) Market Development Manager, HO (d) 390492 (e) 256203 (f) M.S.C.,PGDM (g) 9 (h) 29/11/94 (i) Lotus Chocolate Co.Ltd (a) Raja N V R (b) 52 (c) Corporate Manager EDP & Systems (d) 573443 (e) 388569 (f) B.E. (E&C) (g) 29 (h) 12/09/97 (i) Madras Fertilizers Ltd (a) Subbarayalu P S (b) 58 (c) Senior General Manager - Tvt Plant (d) 1296818 (e) 711446 (f) B.E.,A.M.I.E. (g) 37 (h) 02/07/62 (i) Blue Star Engineering Co (P) Ltd. (a) Srinivasagopal K (b) 55 (c) Manager Statistics, HO (d) 472430 (e) 335397 (f) M.S.C.,PGDBA (g) 30 (h) 12/04/73 (i) Directorate of Health Service & Family Planning (a) Saju Eapen (b) 34 (c) Manager Tyredrome,Chennai (d) 309445 (e) 262023 (f) B.S.C. (g) 13 (h) 16/10/84 (i) Nil (a) Soman Pillai K (b) 56 (c) General Manager-Engineering (R & D) (d) 983478 (e) 604331 (f) B.S.C. (ENGG.) (g) 31 (h) 05/09/68 (i) Govt. Tool Room (a) Sankaranarayanan G R (b) 56 (c) General Manager-Product Development (Textiles) (d) 693831 (e) 375250 (f) B.S.C.,AMPRI (g) 35 (h) 01/04/63 (i) Nil (a) Sudarsandas Achar K (b) 53 (c) General Manager-Product Development (Radial) (d) 704395 (e) 365788 (f) B.E. (g) 30 (h) 08/12/67 (i) Nil (a) Sivaraman V (b) 59 (c) Manager Compound Development (d) 439479 (e) 318775 (f) B.S.C. (g) 34 (h) 09/04/65 (i) Madras Metagraph (a) Soorianarayanan S (b) 52 (c) Plant Quality Assurance Manager, Medak Unit (d) 420582 (e) 274465 (f) B.S.C. (g) 30 (h) 14/06/68 (i) Nil (a) Sivasankaran A (b) 47 (c) Manager Production, Tvt Unit (d) 335495 (e) 261081 (f) P.U.C. (g) 29 (h) 18/06/69 (i) Nil (a) Subramanian V K (b) 54 (c) Deputy Manager Production Planning, Tvt Unit (d) 304424 (e) 246762 (f) B.S.C. (g) 34 (h) 01/08/68 (i) Wilson & Co. (P) Ltd (a) Santhanam T E (b) 49 (c) Chief Safety Officer (d) 426611 (e) 275564 (f) B.E.,PGDMM (g) 25 (h) 10/02/86 (i) T.I.Cycles of India (a) Selvaraj A (b) 50 (c) Corporate Manager Quality Assurance (d) 434181 (e) 270350 (f) B.S.C.,B.ED (g) 24 (h) 22/03/74 (i) Nil (a) R Sundararajan (b) 50 (c) Deputy Manager Production, Arkonam Unit (d) 300295 (e) 234785 (f) B.S.C. (g) 30 (h) 12/06/68 (i) Nil (a) Shashikant B Naik (b) 52 (c) Plant Industrial Engg. Manager (d) 570952 (e) 343399 (f) B.E.,D.B.M.,M.M.S.,AMIE (g) 29 (h) 27/06/83 (i) SKF Associated Bearing Co.Ltd. (a) Saratchander G (b) 49 (c) Manager Electrical Engineering, Goa Unit (d) 369141 (e) 280266 (f) D.E.E. (g) 29 (h) 05/07/73 (i) English Electric Co. of India Ltd (a) Suresh G Kamath (b) 49 (c) Manager Production, Goa Unit (d) 368677 (e) 278452 (f) B.S.C. (g) 26 (h) 06/06/72 (i) Konan Metal Products (a) Santosh B S Usgaonkar (b) 45 (c) Asst. Manager Mechanical Maintenance, Goa Unit (d) 314950 (e) 247676 (f) D.M.E. (g) 23 (h) 21/07/75 (i) Nil (a) Maruti P Sawant (b) 45 (c) Asst. Manager Production, Goa Unit (d) 308580 (e) 250512 (f) B.S.C. (g) 22 (h) 01/11/76 (i) Hindustan Lever Ltd (a) Soman K Joseph (b) 47 (c) Manager Product Promotion, HO (d) 376601 (e) 277141 (f) B.S.C. (g) 24 (h) 17/03/75 (i) L.I.C. of India (a) K Satya Bhanu (b) 53 (c) Office Manager, Hyderabad (d) 312532 (e) 251031 (f) B.COM.,B.G.L. (g) 33 (h) 02/08/65 (i) Nil (a) Sunny T M (b) 57 (c) Plant Engineering Manager, Medak Unit (d) 679901 (e) 467491 (f) D.M.E. (g) 32 (h) 15/11/66 (i) M/s P S S Somasundaram Chettiar Textiles Ltd. (a) Sudhi C R (b) 44 (c) Manager Electrical Engineering (d) 522885 (e) 374728 (f) B.S.C. (ENGG.) (g) 21 (h) 19/03/86 (i) Rourkela Steel Plant (a) Sivaraju M (b) 58 (c) Corporate Manager Financial Systems (d) 592147 (e) 345676 (f) B.COM. (g) 31 (h) 25/09/86 (i) Warner Hindustan Ltd. (a) Salvatore Inbaraj