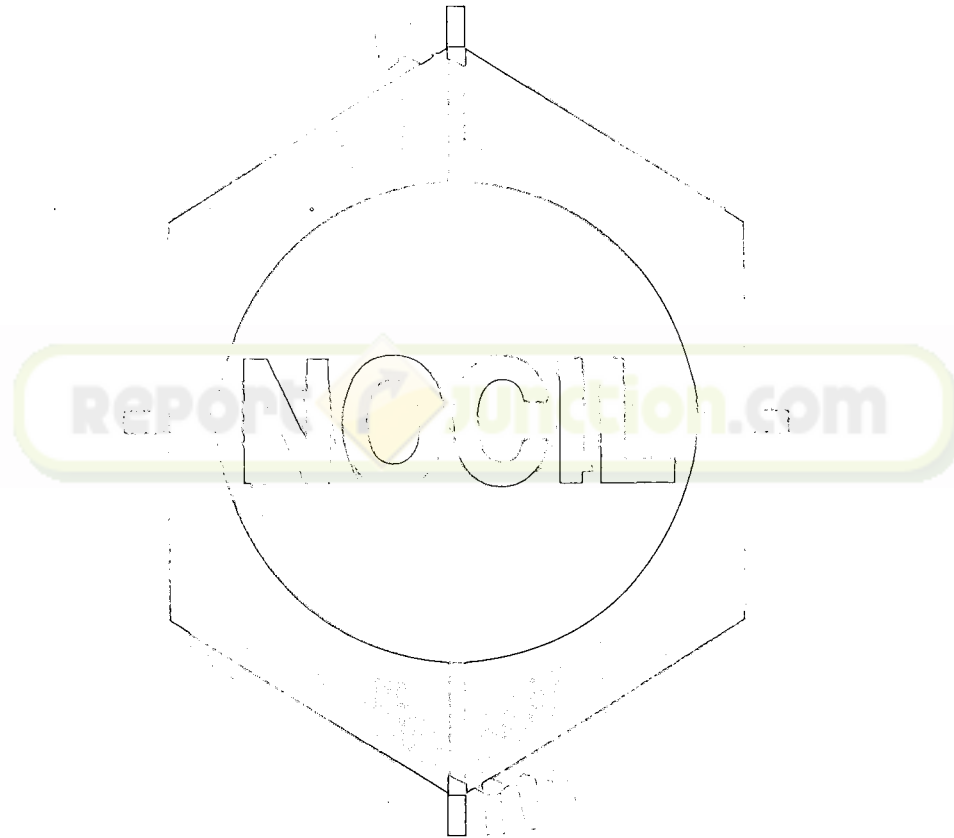




MD	✓		BKC	✓
CS	✓		DPY	✓
RO	✓		DIV	✓
TRA	✓		AC	✓
AGM	✓	✓	SHI	✓
YE	✓	✓		✓

5027







NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

NOTICE

The THIRTY-SEVENTH Annual General Meeting of the members of National Organic Chemical Industries Limited will be held at 4.00 p.m. on 30th September, 1998 at the Patkar Hall, SNDT Women's University, 1, Nathibai Damodar Thackersey Road, Mumbai 400 020 to transact the following business :

1. To receive, consider and adopt the audited Profit and Loss Account of the Company for the year ended 31st March, 1998 and the Balance Sheet as at that date and the Reports of the Auditors and Directors thereon.
2. To declare a dividend.
3. To appoint a Director in place of Mr. Hrishikesh A. Mafatlal, who retires by rotation under Article 145 of the Articles of Association of the Company and being eligible, offers himself for reappointment.
4. To appoint a Director in place of Dr. A. C. Shah, who retires by rotation under Article 145 of the Articles of Association of the Company and being eligible, offers himself for reappointment.
5. To appoint a Director in place of Mr. V. K. Rajpal, who retires by rotation under Article 145 of the Articles of Association of the Company and being eligible, offers himself for reappointment.
6. To consider and, if thought fit, to pass with or without modification, the following resolution as a **Special Resolution** :
 "RESOLVED THAT pursuant to Sections 224, 224A and other applicable provisions, if any, of the Companies Act, 1956, Messrs C. C. Chokshi & Co., Chartered Accountants, Mumbai, be and are hereby appointed Auditors of the Company from the conclusion of this meeting until the conclusion of the next Annual General Meeting and that their remuneration be and is hereby fixed at Rs. 11,00,000 apart from out-of-pocket expenses incurred by them for the purposes of audit."
7. To consider and, if thought fit, to pass with or without modification, the following resolution as an **Ordinary Resolution** :
 "A. 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 :
 I. to the Board of Directors mortgaging and/or charging :
 by way of extension of the first mortgage and charge of all the immovable properties, both present and future, in respect of its Petrochemicals and Polymer Divisions located at Plot Nos. 5 and 6, Thane Belapur Road, Thane, Maharashtra (save and except book debts)
 (i) including movable machinery, machinery spares, tools and accessories, present and future, excluding charges created and to be created in favour of the Company's bankers on the Company's stocks of raw materials, semi-finished and finished goods, consumable stores and such other movables as may be agreed to by the Industrial Investment Bank of India (IIBI) for securing the borrowings for working capital requirements in the ordinary course of business; and
 (ii) excluding the specific items of machinery and other assets as permitted by IIBI as under :
 (a) Naphtha pipeline running from Bharat Petroleum Refineries at Trombay to the storage tank at the Company's Plant at Plot No. 5, Thane;
 (b) Ethylene pipeline from IPCL, MGCC's Nagothane plant to the Company's Plant at Plot No. 6, Thane;
 (c) Specific plant & machinery, equipment and accessories of the Polymer Division hypothecated to IIBI for term loan;
 (d) Residential flats owned by the Company;
 (e) Investment in shares of other Companies
 in favour of IIBI to secure a Rupee term loan not exceeding Rs. 20 crore (Rupees twenty crore only) lent and advanced/agreed to be lent and advanced by IIBI to the Company, at the agreed rates of interest, compound interest, additional interest, liquidated damages, commitment charges, premia on pre-payment, costs, charges, expenses, and other moneys payable by the Company to IIBI in terms of the Loan Agreement/Heads of Agreement/Hypothecation Agreement/Letter of Sanction entered into/to be entered into by the Company in respect of the said term loan; and
 II. to the Board of Directors of the Company agreeing with IIBI in terms of its Loan Agreement/Heads of Agreement/Hypothecation Agreement/Letters of Sanction/Memorandum of terms and conditions to reserve a right to take over the management of the business and undertaking of the Company in certain events.
 B. RESOLVED FURTHER THAT the mortgage and charge referred to above shall rank pari passu with the mortgage and charge already created by the Company in favour of the various Financial Institutions as and by way of security for the due repayment of the Rupee term loans, foreign currency loans earlier granted by them to the Company and in respect of the debentures issued by the Company from time to time to the extent of the amount remaining outstanding as on the date of creating such further and additional charge.
 C. RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to vary or substitute the assets to be charged and to create a charge on such additional assets of the Company as may be required to meet the shortfall in security to be furnished to IIBI.
 D. RESOLVED FURTHER THAT Dr. N. M. Dhuldhoya, Vice-Chairman & Managing Director and Mr. V. R. Gupte, Executive Director - Finance of the Company be and are hereby jointly and severally authorised to finalise and execute with IIBI, the documents for creating appropriate mortgage and/or charge and for reserving the aforesaid rights and to do all such acts and things as may be necessary for giving effect to the above mentioned resolution."

NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

8. To consider and, if thought fit, to pass with or without modification, the following resolution as a **Special Resolution** :
 "RESOLVED THAT pursuant to Section 31 and other applicable provisions of the Companies Act, 1956 (including any statutory modification or re-enactment thereof for the time being in force) the Articles of Association of the Company be and are hereby amended, altered and/or substituted in the manner and to the extent as is set out herein below :
- a. That at the end of the existing Article 2, the following sub-clauses shall be inserted namely,
 - (xv) "Beneficial owner" shall mean beneficial owner as defined in clause (a) of sub-section (1) of Section 2 of the Depositories Act, 1996.
 - (xvi) "Depositories Act" shall mean and include the Depositories Act, 1996 and any statutory modifications or re-enactments thereof from time to time.
 - (xvii) "Depository" shall mean a Depository as defined under clause (e) of sub-section (1) of Section 2 of the Depositories Act, 1996.
 - b. That the following new definition be substituted for the existing definition of "Member" in the existing Article 2(xi) :
 - (xi) "Shareholder" or "Member" means the duly registered holders of the shares from time to time and includes the subscribers to the Memorandum of Association of the Company and the beneficial owner(s) as defined in clause (a) of sub-section (1) of Section 2 of the Depositories Act, 1996.
 - c. That the existing Article 7(3) be substituted with the following :
 "7 (3) The Company shall cause to be kept a Register and Index of Members in accordance with all applicable provisions of the Companies Act, 1956 and the Depositories Act, 1996 with details of shares held in material and dematerialised forms in any media as may be permitted by law including in any form of electronic media. The Company shall be entitled to keep in any state or country outside India a Branch Register of Members resident in that state or country."
 - d. That Article 11 of the Articles of Association shall include the following clause after clause (3) :
 "(4) The Company shall be entitled to dematerialise its existing shares, rematerialise its shares held in the Depositories and/or to offer its fresh shares in a dematerialised form pursuant to the Depositories Act, 1996 and the rules framed thereunder, if any."
 - e. That the existing Article 20 be substituted with the following :
 "Article 20 Except as ordered by a Court of competent jurisdiction or as by law required, the Company shall be entitled to treat the person whose name appears on the Register of Members as the holder of any share or whose name appears as the beneficial owner of shares in the records of the Depository, as the absolute owner thereof and accordingly shall not be bound to recognize any benami, trust or equity or equitable, contingent or other claim to or interest in such share on the part of any other person whether or not he shall have express or implied notice thereof. The Board shall be entitled at their sole discretion to register any shares in the joint names of any two or more persons or the survivor or survivors of them."
 - f. That the following Proviso shall be inserted after the existing Article 23 (1) :
 "Provided that the provision relating to progressive numbering of shares shall not apply to the shares of the Company which are dematerialised or may be dematerialised in future or issued in future in dematerialised form."
 - g. That the following new Articles 60A and 60B be inserted after the existing Article 60 :

"60A	In the case of transfer or transmission of shares or other marketable securities where the Company has not issued any certificates and where such shares or securities are being held in any electronic and fungible form in a Depository, the provisions of the Depositories Act, 1996 shall apply.
60B	Nothing contained in the foregoing Articles shall apply to transfer of security effected by the transferor and the transferee both of whom are entered as Beneficial Owners in the records of a Depository."

By Order of the Board
 For NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

Registered Office :

Mafatla Centre,
 Nariman Point,
 Mumbai 400 021.

U. M. Karnik
Secretary

Dated : 2nd September, 1998

NOTES :

1. A MEMBER ENTITLED TO ATTEND AND TO VOTE IS ENTITLED TO APPOINT A PROXY TO ATTEND AND TO VOTE INSTEAD OF HIMSELF AND A PROXY NEED NOT BE A MEMBER.
2. The relevant Explanatory Statement pursuant to Section 173 of the Companies Act, 1956 is annexed hereto.

ANNEXURE TO THE NOTICE

Explanatory Statement (as required under Section 173 of the Companies Act, 1956)

The following Explanatory Statement sets out all material facts relating to items Nos. 6 to 8 mentioned in the accompanying Notice dated 2nd September, 1998.

Item No. 6

The combined shareholding of public financial institutions, nationalised banks and insurance companies in the Company exceeds twenty-five per cent of the paid-up equity share capital of the Company. It is, therefore, necessary to pass the resolution for appointment of Auditors of the Company as a Special Resolution in accordance with the provisions of Section 224A of the Companies Act, 1956.

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

Item No. 7

The Company has availed of a term loan of upto Rs. 20 crore from Industrial Investment Bank of India (IIBI) for working capital requirements in the ordinary course of business.

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 company in general meeting, sell, lease or otherwise dispose of the whole or substantially the whole of the undertaking of the company, or where the company owns more than one undertaking of whole or substantially the whole, of any such undertaking.

Since the mortgaging by the Company of its immovable and movable properties in favour of IIBI with a right to take over the management of the business and undertaking of the Company in certain events may be regarded as disposal of the Company's properties/undertakings, it is considered necessary to obtain the consent of the members, by way of abundant caution.

The consent of the members is also requested for authorising the Board of Directors to vary and substitute the aforesaid assets and to create a charge on other assets of the Company as may be required to meet the shortfall, if any, in the security to be furnished to IIBI.

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

Item No. 8

Consequent to the passing of the Depositories Act, 1996 and the introduction of the Depository System, some of the provisions of the Companies Act, 1956 relating to the issue and holding of shares, transfer/transmission and dealing in shares thereof have been amended to facilitate the Depository System. A few Articles in the Articles of Association of the Company need to be amended to provide for the shareholders to deal in the shares of the Company in the dematerialised form.

The Board accordingly recommends the resolution for the approval of the Members. None of the Directors of the Company is concerned or interested in the said Resolution.

For **NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED**

U.M. Karnik
Secretary

Registered Office :
Mafatlal Centre, Nariman Point,
Mumbai 400 021.

NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

FORM OF PROXY

I/We

of

being Member of the above named Company, hereby appoint
Members

..... of

or failing him.....

of

as my/our proxy to vote for me/us on my/our behalf at the THIRTY SEVENTH ANNUAL GENERAL MEETING of the Company to be held at 4.00 p.m., on Wednesday, the 30th September, 1998 at the Patkar Hall of the S.N.D.T. Women's University, 1, Nathibai Damodar Thackersey Road, Mumbai 400 020 and at any adjournment thereof.

Signed this day of 1998

Membership Folio No.

No. of Shares held

30 Paise
Revenue
Stamp

Important

- (a) Revenue Stamp of 30 paise is to be affixed on this form.
- (b) The form should be signed across the stamp as per specimen signature registered with the Company.
- (c) The Companies Act, 1956 lays down that an instrument appointing a proxy shall be deposited at the Registered Office of the Company, not less than FORTY-EIGHT HOURS before the time fixed for holding the meeting.
- (d) A proxy need not be a member.

NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

ATTENDANCE SLIP

To be handed over at the entrance of the Meeting Hall.

Name of the attending Member (in Block Letters)	Membership Folio Number
Name of the Proxy (In Block Letters) (To be filled in, if the Proxy attends, instead of the Member)	Number of Equity Shares held

I hereby record my presence at the THIRTY-SEVENTH ANNUAL GENERAL MEETING of the Company being held at 4.00 p.m. on Wednesday, 30th September, 1998 at the Patkar Hall of the S.N.D.T. Women's University, 1, Nathibai Damodar Thackersey Road, Mumbai 400 020.

.....
Member's/Proxy's Signature

(To be signed at the time of handing over this slip.)

NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

Particulars of Employees Forming Part of the Director's Report - 1997-98

Name of the Employee; Designation/Nature of Duties; Remuneration; Qualification & (Experience); Date of commencement of employment; Age Years; Particulars of previous employment

Abraham K. M.; Operator Chargehand; 393,235; S.S.C. (Pre-University Exam.) (34); 03.04.67; 55; Operator, Bhabha Atomic Research Centre; **Abraham P. M.;** Production Officer; 304,671; S.S.C. (33); 01.04.93; 54; Prod. Officer, PIL; **Acharekar A. M.;** Laboratory Technician-I; 342,155; B.Sc. (30); 26.02.68; 54; —; **Acharekar R. G.;** Craftsman-I (Machinist); 334,053; S.S.C. (30); 14.09.70; 55; Tool Room Machinist, TELCO; **Adhikari N. V.;** Craftsman-I (Filter); 316,887; S.S.C. (Mech. Draughtsman) N.C.T.V.T. - Filter (23); 16.03.74; 50; Maintenance Filter, Metal Box India Ltd.; **Adhikari R. V.;** Vice President - Marketing Industrial Chemicals; 937,340; B.Tech. (Hons) M.S. (Chem. E.) (26); 01.08.79; 50; Production Manager, Grindwell Norton Ltd.; **Adya Channa Keshav;** Manager - HDPE, EVA & Utilities; 341,689; B.Tech. - Chemical Engg. (19); 01.04.93; 43; Executive, PIL; **Agarwal A.;** Manager Exports; 348,844; B.Sc., P.G.D.M. (10); 02.06.87; 34; —; **Agarwal N.;** Dy. General Manager - Projects; 497,620; B.E. (Chem.), A.M.I.E. (Chem.) DMS (26); 01.04.93; 47; Manager - Tech. Services, PIL; **Agrawal D.;** Manager - Engg. - Process-NMP; 342,077; B.Chem. (Engg.), D.M.S. (17) Dip. in Indl. Safety; 01.04.93; 41; Project Executive, PIL; **Agrawal M.;** Senior Marketing Officer; 310,239; B.E. (Mech.), P.G.D.B.M. (7); 01.06.91; 31; —; **Agrawal S.;** Manager - Market Research; 346,686; B.Tech. (Chem.), P.G.D.B.M. (10); 19.06.90; 35; Operations Officer, Hindustan Petroleum Corpn. Ltd.; **Aguiar G.;** Clerk; 317,611; F.Y. Arts (30); 05.10.68; 48; Stenographer, Super Textile Engineers Pvt. Ltd.; **Ajith Kumar. G.;** Manager - Maintenance (Workshop); 359,089; B.Tech. (14); 28.01.91; 36; Executive, Larsen & Toubro Ltd.; **Alexander C.;** Operator Chargehand; 406,714; B.Sc. (33); 01.02.67; 55; Scientific Assistant, Bhabha Atomic Research Centre; **Alexander K. V.;** Production Executive; 752,752; B.Sc. (39); 01.04.93; 60; Prod. Executive - Polymerisation, PIL; **Alva. E. @;** Stenographer; 972,892; S.S.L.C. (31); 01.04.93; 52; Stenographer, PIL; **Alvares J. T. @;** Sr. Confidential Secretary; 1,109,354; S.S.C. (34); 01.04.93; 54; Personal Secretary, PIL; **Amatya M. @;** Personal Secretary; 689,406; B. A. (18); 01.04.93; 49; Personal Secretary, PIL; **Ambolkar R. R. @;** Operator; 1,146,425; S.S.C. (35); 01.04.93; 58; Operator - Granulation, PIL; **Amin A. C. @;** Clerk; 772,035; S.S.C. (38); 10.10.64; 56; Peon, Amin Patel & Co.; **Anand Sundarrajan*;** Manager - EO/EG/Util/ETP Plant; 359,096; B.Tech. Chem. Engg. (9); 15.07.89; 34; —; **Anantanarayanan C.;** General Manager - Corporate HSE; 830,915; B.Sc., B.Sc. (Tech), M.E., A.M.I.I. (Chem. E.) (38); 17.08.66; 60; Dept. Head, J.K. Chemicals Ltd.; **Ananthakrishnan P. N. @;** Technical Officer; 1,239,119; B.Sc. (30); 01.04.93; 53; Tech. Officer - Marketing, PIL; **Ananthanarayanan C. K. @;** Secretary; 1,152,716; S.S.L.C. (37); 18.04.66; 56; Stenographer, INDOCEAN; **Ananthanarayanan P. S. *;** Asst. Distribution Officer; 238,969; B.Com. (4); 02.05.67; 61; Stenographer, Paper Mill Plant & Machinery Mfg. Ltd.; **Anaokar M. M. @;** Junior Operator; 852,261; S.S.C. (26); 08.12.71; 47; —; **Anchan O. @;** Telex Operator; 990,853; F.Y. Arts (32); 09.12.68; 54; Typist, Oriental Engineering Co.; **Angne A. R. *;** Accounts Supervisor; 211,484; B.Com. (34); 01.04.93; 60; Assistant - Finance, PIL; **Anthony K. P. @;** Tradesman; 1,064,389; VII Std. (32); 01.04.93; 52; Tradesman-Workshop, PIL; **Anvikar R. M.;** Senior Operator; 314,038; S.S.C., N.C.T.V.T. (22); 04.11.75; 45; —; **Apte A. S. @;** Junior Operator; 736,838; B.Sc. (29); 29.09.75; 43; —; **Apte A. V.;** Asst. Engineering Officer; 363,509; S.S.C. (31); 28.08.70; 54; Shipping Corp. of India Ltd.; **Apte R. S.;** Clerk; 311,461; S.S.C. (33); 01.10.64; 54; —; **Apte S. B.;** Senior Operator; 332,133; S.S.C. (28); 16.05.70; 49; Panel Checker, National Ekco Radio Co.; **Ardey L. R. *;** Senior Administrative Officer (Marketing); 416,867; B.Com. (Hons.) (41); 24.07.67; 60; Income Accountant, East India Hotels Ltd.; **Arora G. R.;** Asst. Officer - Materials; 336,293; D.M.E. (30); 24.09.69; 53; Operator, Shriram Fertilizers & Chemicals Ltd.; **Arora K. B. @;** Personal Secretary; 1,142,072; Inter Arts (37); 01.04.93; 58; Personal Secretary - Projects, PIL; **Arvindakshan M. R.;** Driver; 368,435; S.S.C. (30); 25.10.71; 53; Driver, Jay Auto Works; **Arya N. C.;** Shift Production Officer; 345,340; Inter Sc. (30); 07.04.69; 48; Plant Operator, Calico Mills; **Athavale K. K.;** Asst. Engineering Officer; 340,354; S.S.C., N.C.T.V.T. - MMCP (22); 01.04.75; 44; —; **Athavale S. P. @;** Sales Supervisor; 1,182,882; B.Com., Inter (13); 01.04.93; 58; Supervisor - CDS, PIL; **Avaskar E. A.;** Craftsman-I (Auto - Mechanic); 369,574; Higher Secondary, I.T.I. (28); 10.05.71; 52; Mechanic, Indequip Engg. Ltd.; **Badigar B. H.;** Operator Chargehand; 371,683; S.S.L.C. (32); 13.06.68; 50; Tradesman C., Bhabha Atomic Research Centre; **Bagchi A.;** Sales Officer (Petrochemicals); 304,602; M.Tech. Chem. Engg. (13); 01.01.91; 40; Jr. Manager, Phillips Carbon Black Ltd.; **Bagchi A. *;** Sales Officer (Polymers); 77,713; B.Tech. Chem. Engg., P.G.D.M. (7); 01.06.95; 29; Asst. Executive Engineer, ONGC; **Baidya J. D. @;** Liaison Manager; 1,028,401; B.Sc. - (Textile) (28); 01.04.93; 55; Liaison Manager, PIL; **Balakrishnan A. P. *;** Quality Control Officer; 1,169,464; B.Sc. (36); 01.04.93; 57; Supervisor-Quality Control, PIL; **Balakrishnan S. @;** General Manager - Finance (Accounts); 1,291,772; B.Com., F.I.C.W.A. (37); 01.04.93; 57; Divisional Manager-Accounts, PIL; **Balakrishnan T. R. @;** Emp. Rel. Supervisor; 1,207,967; B.Sc., P.G.D.P.M., D.M.M. (28); 01.04.93; 50; Employee Relation Supervisor, PIL; **Balan V. K. *;** Canteen Supervisor; 258,947; VIII Std., Dip. in Indl. Canteen Mangt. (27); 01.04.93; 47; Canteen Supervisor, PIL; **Balaram G. @;** Assistant; 788,407; B.Sc. (22); 01.04.93; 47; Assistant, PIL; **Balasubramaniam V. @;** Senior Administrative Officer; 1,365,135; S.S.L.C. (38); 03.06.66; 55; Stenographer, Bennett Coleman & Co. Ltd.; **Balbirsingh Kir. @;** Peon; 954,277; VII Std. (29); 01.04.93; 49; Peon, PIL; **Balmiki H. K. @;** Operator; 883,317; No Formal Education (28); 01.04.93; 56; Operator, PIL; **Bandopadhyay A.;** Manager - Insurance; 394,592; B.E. (Chem.), Asso. Ins. Inst. of India (20); 24.10.91; 42; Administrative Officer, United India Ins. Co. Ltd.; **Banerjee D.;** Craftsman-I (Filter); 328,918; S.S.C. (31); 02.12.68; 53; Craftsman, A. T. Giles; **Banerji Sujit*;** General Manager - Planning; 570,360; B.E.Chem. A.M.I.I. Chem. EMIE (30); 01.04.93; 52; Manager-Prod. Mgt. Group, PIL; **Banker S. P. @;** Lab. Assistant; 950,547; B.Sc. (24); 01.04.93; 56; Analyst-Chemical Lab., PIL; **Bapat B. V.;** Deputy General Manager - Tech. (Quality Control Lab); 431,599; B.Sc. (Tech.), Ph.D. (18); 30.12.88; 45; Post Doctoral Research Associate, College of Pharmacy, Ohio State, U.S.A.; **Barve S. N.;** Operator; 332,488; S.S.C. (18); 01.04.93; 36; Operator, PIL; **Basur R. S.;** Manager - TSD; 356,376; B.Chem. (17); 01.04.93; 41; Executive Process & Dev., PIL; **Basu A. @;** Senior Marketing Officer; 1,405,403; B.Sc. (34); 01.09.69; 56; Supervisor, Guardian Plasticote Ltd.; **Basu B. K. @;** Production Executive; 1,254,596; B.Sc., A.D.S.P. (Draftsman) (36); 01.04.93; 59; Prod. Executive - Auxiliary, PIL; **Baxi M. A.;** Engineering Officer; 351,762; D.M.E. (25); 12.10.72; 49; —; **Bedade E. K. @;** Project Officer; 1,205,171; S.S.C., I.T.I. (33); 01.04.93; 55; Officer-Projects, PIL; **Badhakamkar R. H. @;** Manager - Safety; 1,541,871; S.S.C., Radio Servicing, Advance Instrument Technology (City & Guilds) Diploma Indl. Safety (38); 01.02.67; 54; Service Engineer, W. H. Brady & Co. Ltd.; **Bhagwat S. G.;** Laboratory Technician-I; 321,124; B.Sc. (28); 14.05.69; 50; —; **Bhalekar T. S.;** Craftsman-I (Auto-Mechanic); 323,781; S.S.C., D.E.E. (31); 09.05.77; 52; Wireman, B.E.S.T.; **Bhandari H. C.;** Manager - Sales Co-ordination; 368,446; Dip. Polymer Plastic (W. Germany), B.E. (Chem.) (30); 01.04.93; 52; Area Manager-Exports, PIL; **Bhandari S. T. @;** Engg. Supervisor; 1,032,586; S.S.C., I.T.I. (Inst. Mech.) (26); 01.04.93; 50; Tradesman-Instrument, PIL; **Bhanu S. V. @;** Asst. Quality Control Officer; 1,247,940; B.Sc. (Hons.) (34); 01.02.67; 53; Analytical Chemist, Dhootpapeshwar Industries Ltd.; **Bharucha R. *;** Secretary; 425,150; S.S.C. (39); 01.04.66; 61; Secretary, Burmah Shell Oil Storage & Distributing Co. of India Ltd.; **Bhaskar A. *;** General Manager - Technology; 580,076; B.Tech. (Chem. E.) (16); 03.07.81; 41; —; **Bhaskar M. Y.;** Laboratory Technician-I; 314,963; B.Sc. (30); 28.12.67; 53; Analyst, Kodak Colour Processing Division; **Bhatia N. V. @;** Asstt. Engineering Officer; 1,174,718; S.S.C. (30); 03.08.70; 52; Machinist, Lube India Ltd.; **Bhatia P. K.;** Branch Manager; 321,026; B.Tech. Plastic & Polymer Tech. (17); 01.04.93; 40; Branch Manager, PIL; **Bhatt A. R.;** Asst. Manager - Purchase; 347,784; D.M.M., P.G.D.I.E.M., M.Sc. (23); 01.04.93; 47; Executive - Purchase, PIL; **Bhattacharjee S. @;** Personnel Supervisor; 1,184,898; Inter Arts (33); 01.04.93; 51; Personnel Supervisor, PIL; **Bhattacharyya P. @;** Senior Manager - Internal Audit & Methods; 1,267,988; M.Com., F.I.C.W.A. (34); 23.09.85; 57; Finance Executive - Indofils Chemicals Ltd.; **Bhavsar B. K. @;** Peon; 714,293; S.S.C. (21); 01.04.93; 56; Peon, PIL; **Bhaway M. M.;** Deputy General Manager - Production (PVC Polymers); 446,476; M.Tech. (Chem. Engg.) (18); 04.05.87; 42; Process Engineer, Humphrey's & Glasgow Consultants Pvt. Ltd.; **Bhesania H. A. @;** Asst. Accounts Officer; 1,278,944; B.Com., L.L.B. (30); 21.08.68; 56; Accounts Clerk - Glaxo Laboratories (I) Ltd.; **Bhesania M. J.;** Secretarial/Administrative Officer; 369,794; B.Com., D.B.A. (28); 02.01.70; 50; Clerk, Bank of Baroda; **Bhide M. J.;** Production Executive Granulation; 323,615; B.Sc. (32); 01.04.93; 53; Prod. Executive, PIL; **Bhoir D. S. *;** Material Handler; 93,907; VI Std. (42); 02.06.69; 58; Helper, Stone & Webster India Corpn.; **Bhoir G. G. @;** Fork-lift Driver/Material Handler; 597,577; V Std. (33); 01.08.68; 57; Helper, National Machinery Manufacturers Ltd.; **Bhoir J. H.;** Fork-lift Driver/Material Handler; 309,911; V Std. (35); 04.03.69; 53; Fitter, Standard Mills Co. Ltd.; **Bhoir J. N. @;** Cook; 1,136,712; III Std. (28); 01.04.93; 56; Cook, PIL; **Bhoir S. N. @;** Tradesman - Fire Fighting; 1,035,335; No Formal Education (29); 01.04.93; 58; Tradesman - Fire Fighting, PIL; **Bhore D. B. *;** Clerk; 125,801; M.Com, Inter C.S. (13); 29.06.87; 33; Clerk, Glindia Ltd.; **Bhosale A. K.;** Laboratory Technician-I; 320,368; B.Sc. (29); 01.04.68; 53; —; **Bhosale D. B.;** Engg. Supervisor; 319,834; S.S.C., I.T.I. Machinist (34); 01.04.93; 54; Engg. Supervisor, PIL; **Bhosale D. G. @;** Watchman; 1,000,960; VIII Std. (37); 01.04.93; 57; Watchman, PIL; **Bhosale K. T. @;** Tradesman - Production Executive; 956,076; II Std. (30); 01.04.93; 58; Tradesman - Civil, PIL; **Bhosale N. D.;** Senior Operator; 301,696; B.Sc. (26); 23.06.81; 47; Operator, Herdillia Chemicals Ltd.; **Bhosale R. N. @;** Fire Operator; 901,376; S.S.C. (31); 25.11.74; 55; Fire Operator, New Bombay Fire Service; **Bhosale V. B. @;** Watchman; 805,085; VIII Std. (39); 01.04.93; 58; Watchman - Security, PIL; **Bhosle M. L. *;** Security Inspector; 147,212; VIII Std. (41); 27.12.67; 57; Head Watchman, Stone & Webster India Corpn.; **Bhujade R. C.;** Deputy General Manager - Technology; 390,480; B.Tech. Chem., D. I. E. (17); 27.12.90; 39; Manager, Paramount Pollution Control Ltd.; **Bhusari A. R. *;** Deputy General Manager - Production (HDPE Polymers); 402,016; M.Tech. (Chem. E.), P.G.D. (Comp.) (17); 07.12.88; 39; Senior Process Engineer, Associated Cement Co. Ltd.; **Bhusari M. D. @;** Manager - Cost Accounts; 1,519,363; M.A., A.I.C.W.A. (38); 02.05.67; 57; Cost Assistant, Lawkim Ltd.; **Bichu B. P. @;** Senior Production Officer; 1,464,373; B.Sc. (36); 01.09.66; 58; Senior Foreman, Rajasthan Vinyl & Chemical Industry; **Bisht D. H. @;** Asst. Mgr. Granulation; 1,156,678; B.Sc. (33); 01.04.93; 53; Asst. Manager-Granulation, PIL; **Bisht G. C.;** Prod. Officer; 306,224; Int. Science (24); 01.04.93; 47; Prod. Officer, PIL; **Boral S.;** Dy. Gen. Manager - Sales S.R.; 406,385; B.Sc. (31); 01.04.93; 50; Regional Sales Manager, PIL; **Bowen G. @;** Personal Secretary; 743,623; Sr. Cambridge (32); 01.04.93; 47; Per. Secretary - Mktg.Tech. Services, PIL; **Burse V. S. *;** Senior Manager - Solvents & Alcohols Production; 862,347; B.Tech. (Chem. E.), D.I.M., D.B.M. (36); 12.08.66; 60; Shift Chemical Engineer, Kolhapur Sugar Mills Ltd.; **Cardozo B. M. @;** Materials Assistant; 1,031,467; F.Y. Sc. (33); 19.02.68; 55; Bennett, Coleman & Co. Ltd.; **Cardozo S. A.;** Craftsman-I; 322,361; S.S.C., I.T.I. (30); 18.07.69; 53; Machinist, Dagger Forsts; **Caro V. A. @;** Executive - Production; 1,213,245; D.E.E. (34); 01.04.93; 58; Prod. Supervisor-Granulation, PIL; **Chacko V. S. @;** Clerk; 527,034; Pre-University (27); 21.03.77; 46; Argas Mfg. Co. Pvt. Ltd.; **Chakravorti A.;** Craftsman-II (Fabricator); 316,775; S.S.C., I.T.I. (31); 21.04.71; 52; Fitter, Larsen & Toubro Ltd.; **Chakroverty J.;** Craftsman-I (Fitter); 325,778; Higher Secondary (24); 17.09.73; 48; Machinist, Profile, Gauge & Foll Ind. Ltd.; **Chandavarkar A. S. *;** Sales Officer (Ind. Chem.); 311,050; B.Sc. (Tech.) (6); 17.08.92; 30; —; **Chander S. @;** Senior Purchase Officer; 1,420,797; I.Sc., D.E.E., A.M.I.E.A. (33); 08.08.67; 57; Purchase Officer, Delhi Cloth & General Mills Co. Ltd.; **Chandgude M. N.;** Crane Operator; 329,612; VIII Std., Heavy Vehicle Driving Licence (32); 18.09.70; 53; H. V. Driver, Industrial Transport Service; **Chandran K. R.;** Accounts Executive Finance; 329,855; M.Com., D.F.M., L.L.B. (25); 01.04.93; 45; Accounts Executive, PIL; **Chaney H. W.;** Deputy General Manager Production (EO/EG & Utilities); 403,187; B.Chem. Engg. (9); 22.02.88; 38; Technologist, Bombay Dyg. & Mfg. Co. Ltd.; **Chatterjee B. L. *;** Tradesman - Utility; 83,674; VIII Std. (35); 01.04.93; 56; Tradesman-Comp. Air Station, PIL; **Chatterjee Dhires;** Asst. Distribution Officer; 354,003; B.A. (35); 06.05.69; 55; Process Operator, Standard Pharmaceuticals Ltd.; **Chatterjee Dilip. @;** Senior Production Officer; 1,385,830; I.Sc. (35); 03.04.67; 56; Operator Grade-II, Durgapur Projects Ltd.; **Chatterjee N. N. @;** Production Supervisor; 1,200,421; B.Sc. (32); 01.04.93; 52; Prod. Supervisor-EVA, PIL; **Chatterjee P. @;** Senior Manager

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Name of the Employee; Designation/Nature of Duties; Remuneration; Qualification & (Experience); Date of commencement of employment; Age Years; Particulars of previous employment

- Environment; 1,568,767; B.Sc. (34); 28.08.67; 57; Operator Grade-I, Durgapur Projects Ltd.; **Chatterjee R. N.**; Operator Chargehand; 329,928; Higher Secondary (30); 18.04.69; 50; Technical Assistant, Shashibushan Science Laboratories; **Chatterjee S.**; Senior Accounts Officer; 394,273; B.Sc., D.F.M., D.M.S. (27); 23.08.71; 45; Accounts Clerk, Kumud Construction; **Chatterjee S. B.**; Manager - Special Assignment; 515,069; I.Sc., Competency Certificate (Mech. Engg.) (41); 01.12.70; 61; Senior Asst. Engineer, Simon Carves India Ltd.; **Chaturvedi H. S.**; Engg. Executive; 301,882; B.E. Elect., D.M.E., A.M.I.E. (India) (27); 01.04.93; 52; Engg. Executive, P.I.L.; **Chaudhari A. N.**; Electrician-I; 343,666; S.S.C., P.W.D. Sup. Licence, N.C.T.V.T. (Elect.) (22); 10.12.75; 43; —; **Chaudhari N. B.**; Senior Fire & Security Officer; 315,615; B.E. (Fire), Dip. Ind. Safety, Dip. Ind. & Poll. Control (9); 02.02.89; 37; —; **Chauhan K. P. S.**; Regional Manager - Northern Region; 401,404; B.Sc., D.M.M. (23); 14.02.83; 45; Tech. Sales Rep., T. T. Investments & Trades Pvt. Ltd.; **Chavan D. L.**; Laboratory Technician; 308,956; B.Sc. (Hons.) (29); 12.05.69; 52; —; **Chavan D. R. @**; Tradesman; 913,619; V Std. (28); 01.04.93; 52; Tradesman - Workshop, P.I.L.; **Chavathe S. R. @**; Tech. Sales Officer; 641,000; B.Sc., A.P.R.I., L.P.R.I. G.P.R.I. (London) (26); 01.04.93; 55; Tech. Sales Officer, P.I.L.; **Chawan S. K.**; Craftsman-I (Fitter); 310,469; S.S.C. (23); 02.05.75; 45; —; **Chawla P. @**; General Manager - Special Assignment; 1,209,747; B.Sc., Dip. in Chem.(E), (Lon.), M.A. (Cantab.) (33); 01.04.66; 58; Industrial Chemicals Officer, Burmah Shell Oil Storage & Distributing Co. of India Ltd.; **Chemburkar R. M.**; Deputy General Manager - Production (Sol./Alcohols); 387,830; B.Tech., M.S. Chem. Engg., Ph.D. (8); 29.03.90; 37; Engineer, Reliance Industries Ltd.; **Chemburkar S. D.**; Craftsman-I (Machinist); 339,205; F.Y. Sc. (27); 02.05.75; 51; Machinist, Otis Elevators of India Ltd.; **Chitale S. M.**; Engineering Officer; 180,785; B.E. (Mech.) (4); 15.07.93; 28; —; **Chitre H. P.**; Senior Operator; 307,095; S.S.C., Dip. Lic. Chemical Engg. (24); 24.01.77; 44; Plant Operator, Amines & Plasticizers Ltd.; **Chodnekar A. J.**; Junior Operator; 369,084; F.Y. Sc. (26); 08.12.71; 47; —; **Choithramani K. G.**; Data Entry Operator; 323,769; S.S.C. (38); 01.03.67; 58; Punch Operator, Regional Provident Fund Commissioner of Maharashtra State; **Cholkar S. S.**; Operator Chargehand; 316,370; Pre-degree (28); 01.09.69; 49; —; **Chopra B. K.**; General Manager - Modernisation & Expansion; 853,774; B.Tech.(Chem.) (31); 01.04.68; 52; Junior Chemist, Indian Oil Blending Ltd.; **Choudhuri A. K. Dey**; Job Instructor; 332,826; Higher Secondary (30); 16.04.69; 50; Plant Operator, Tarapur Atomic Power Station; **Chowdhry S. C.**; Materials Assistant; 327,773; B.Sc., Dip. in Ind. Safety (31); 09.07.69; 52; Operator, Antibiotics Plant, Rishikesh; **Choyikuttu K. P. @**; Tradesman; 1,009,129; VIII Std. (38); 01.04.93; 55; Tradesman - Maintenance, P.I.L.; **Churi A. R.**; Operator Chargehand; 348,388; S.S.C. (33); 15.02.67; 51; Industrial Esters & Chemicals; **Coelho P. D. @**; Senior Safety Officer; 1,419,462; B.Ph. (32); 01.07.66; 56; Canteen Cashier, Bechtel India Ltd.; **Colaco N.**; Secretary; 402,524; S.S.C. (32); 27.06.67; 51; Stenographer, Crompton Greaves Ltd.; **Collaco M.**; Engineering Officer; 318,080; D.M.E. (22); 09.12.85; 46; Maintenance Engineering Supervisor, Union Carbide India Ltd.; **Correia D.**; Accounts Officer; 336,538; S.S.C. (27); 09.08.71; 47; Accounts Clerk, Sandoz (India) Ltd.; **D'Costa A. @**; Asst. Accounts Officer; 989,167; B.A., L.L.M. (24); 08.06.76; 43; Typist-Clerk, Maharashtra Nursing Council; **D'Costa M. B. @**; Asst. Technical Services Officer; 1,239,487; B.Sc., L.P.R.I. (Plastics & Rubber Inst.), DMM (28); 18.08.69; 51; Executive Trainee, Fabril Gasosa; **D'Mello N. F.**; Senior Operator; 312,952; S.S.C. (25); 09.01.73; 46; —; **D'Mello S.**; Tradesman; 1,220,924; S.S.C. (36); 01.04.93; 56; Tradesman - Workshop, P.I.L.; **D'Silva P.**; Senior Purchase Officer; 369,452; B.Com. (28); 19.11.70; 52; Clerk, Mail Order Sales Pvt. Ltd.; **D'Silva V. M.**; Craftsman-I (Fabricator); 304,631; VIII Std. (24); 01.04.75; 46; Craftsman, A. T. Giles; **D'Silva V. P.**; Instrumentman-I; 360,915; S.S.C. (27); 23.07.70; 48; —; **D'Souza F.**; Accounts Clerk; 305,386; F.Y. Com. (29); 03.08.70; 48; Stenographer, Hindustan Dorr-Oliver Ltd.; **D'Souza F.**; Tradesman; 377,504; IV Std. (36); 01.04.93; 60; Tradesman - Workshop, P.I.L.; **D'Souza A.**; Distribution Officer; 335,289; B.A. (27); 12.01.71; 51; Typist/Clerk, Ramanlal Vadilal and Company; **D'Souza A. P.**; Production Executive; 328,957; B.Sc. (30); 01.04.93; 50; Prod. Officer, P.I.L.; **D'Souza B. @**; Personal Secretary; 1,038,154; B.A. (25); 01.04.93; 48; Personal Secretary - Purchase, P.I.L.; **D'Souza B. S. @**; Account Supervisor; 1,150,663; B.A., D.M. & Advertising (31); 01.04.93; 57; Accounts Supervisor, P.I.L.; **D'Souza C. J. L.**; Asst. Officer - Materials; 339,343; S.S.C. (28); 04.04.69; 49; —; **D'Souza R.**; Sales - Executive; 303,483; B.A., D.M.M. (28); 01.04.93; 46; Sales Officer, P.I.L.; **D'Souza R. V.**; Manager - Maintenance (Area); 475,693; X Std. (36); 01.08.67; 54; Fitter, Vitro Engg. Co.; **D'Souza S. @**; Personal Secretary; 658,907; S.S.C. (32); 01.04.93; 58; Personal Secretary, P.I.L.; **Dadarkar P. @**; Tech. Inf. Officer; 910,945; M.Lib.Sc., L.L.B. (8); 01.10.90; 46; —; **Dajee K. J.**; Accounts Officer; 374,798; B.Com. (26); 07.05.71; 48; —; **Dalvi S. R.**; Electrician-I; 321,056; S.S.C., P.W.D. Sup. Licence (24); 06.12.76; 46; Electrician, Bhabha Atomic Research Centre; **Damanika K. J. @**; Assistant; 1,098,099; S.S.C. (32); 01.04.93; 52; Assistant - Secretarial, P.I.L.; **Dandekar S. P. @**; Clerk; 1,096,509; S.S.C. (39); 01.04.93; 57; Assistant - Purchase, P.I.L.; **Dandge L. B. @**; Tradesman; 770,066; IV Std. (39); 01.04.93; 59; Tradesman-Instrument, P.I.L.; **Das A. C. @**; Accounts Supervisor; 1,130,723; B.Com. (30); 01.04.93; 53; Accounts Supervisor, P.I.L.; **Das A. N. @**; Clerk; 660,907; X Std. (34); 01.06.70; 52; Peon, Orient Paper Mills Ltd.; **Das D. K.**; Regional Sales Manager - Mumbai Branch; 310,091; B.Sc. (21); 01.04.93; 47; Branch Manager, P.I.L.; **Das Gupta P.**; Operator Chargehand; 349,729; Higher Secondary (32); 18.04.69; 54; Plant Operator, Bhilai Steel Plant; **Das Gupta P. K.**; Shift Production Officer; 387,528; B.Sc. (37); 31.07.67; 58; Operator Grade I, Durgapur Project Ltd.; **Das M. K.**; Regional Sales Manager; 337,203; B.Sc. (21); 01.04.93; 42; Regional Sales Manager, P.I.L.; **Datt M. S. @**; General Manager - Technical; 913,963; B.Tech (Chem.Engg.) (33); 01.04.93; 53; Manager-Technical, P.I.L.; **Daver H. N.**; Shift Production Officer; 385,251; I.Sc. (34); 02.05.67; 60; Plant Operator, Union Carbide India Ltd.; **De Sousa W. A.**; Product Manager - Aromatics & Solvents; 498,266; B.Sc., Dip. in Marketing Management (37); 02.01.69; 58; Technical Representative, May & Baker (India) Pvt. Ltd. P.I.L.; **Deb A. K.**; Senior Marketing Officer; 121,774; B.Tech., P.G.D.M. (13); 01.12.88; 39; Chloride India Ltd.; **Deo R. S.**; Asst. Manager-Mech. Maint.; 357,237; B.E. Mechanical (28); 01.04.93; 51; Asst. Manager, P.I.L.; **Deo S. R.**; General Manager - Production; 633,433; M.Tech. (Chemical) (18); 01.04.93; 44; Production Manager, P.I.L.; **Deodhar R. R.**; Dy. General Manager - Engg.; 432,989; B.E. Mechanical (25); 01.04.93; 46; Manager Engg., P.I.L.; **Desai A. K.**; Prod. Supervisor; 302,248; S.S.L.C. (27); 01.04.93; 46; Prod. Supervisor, P.I.L.; **Desai A. N. @**; Senior Operator; 983,153; B.Sc. (30); 02.07.69; 51; Operator, Calico Mills; **Desai B. M.**; Engineering Officer; 339,677; D.C.E. (29); 01.10.81; 50; Junior Civil Engineer, Standard Mills Co. Ltd.; **Desai D. S.**; Asst. Manager (MTS); 316,674; B.Sc., L.P.R.I. (19); 01.04.93; 40; Asst. Manager - MTS, P.I.L.; **Desai G. B. @**; Clerk; 618,739; B.A. (21); 01.04.93; 53; Clerk, P.I.L.; **Desai J. T.**; Senior Secretarial Officer; 448,138; B.Com. (32); 12.02.68; 53; Executive Asst., Indo-French Tech. Association; **Desai N. R. @**; Admn. Supervisor; 891,883; B.A. (37); 01.04.93; 59; Admn. Supervisor, P.I.L.; **Desai R. M.**; Production Manager; 377,433; B.E., Chemical, D.M.S (16); 01.04.93; 36; Asst. Manager, P.I.L.; **Desai R. S.**; General Manager - Legal; 837,618; L.L.B., P.G. B.M., ACS (34); 12.10.87; 59; Manager Legal & Commercial, Crompton Greaves Ltd.; **Desai S. S.**; Sr. Vice President; 1,110,810; Int.Sc., Dip. Engg. (Germany) (33); 01.04.93; 60; Vice President - Projects, P.I.L.; **Desai V. J.**; Senior Operator; 366,327; S.S.C. (27); 01.11.70; 48; —; **Deshmukh N. N.**; Systems Executive; 313,044; B.Sc., M.A (Eco.), Diploma Computer Prog. (17); 01.04.93; 38; Systems Executive, P.I.L.; **Deshmukh S. H.**; Senior Safety Officer; 332,568; B.Sc., D.B.M., M.M.S., Dip. in Ind. Safety (22); 01.07.87; 43; Manager, Sales Services, Decom Mktg. Ltd.; **Deshmukh S. K.**; Tradesman; 284,847; II Std. (36); 01.04.93; 60; Tradesman-Workshop, P.I.L.; **Deshpande A. P. @**; Senior Manager - Engineering; 1,656,134; D.E.E. D.M.E. (35); 01.12.67; 55; Production Engineer, Oriental Can. Mfg. Co.; **Deshpande M. V.**; Senior Production Officer; 250,442; M.Tech. (Chem. Engg.) (10); 24.02.88; 36; —; **Deshpande N.**; Senior Engineering Officer; 346,604; B.E. Civil., D.F.M (13); 30.08.84; 36; —; **Deshpande S. V.**; Shift Production Officer; 340,910; S.S.C. (25); 01.01.73; 47; —; **Desousa T. C.**; Manager - Training; 408,106; B.Sc., P.G.D.I.R./P.M. (18); 01.12.86; 41; Dy. Manager, Personnel & Industrial Relations, Hindustan Petroleum Corp. Ltd.; **Devasahayam A. V. @**; Asst. Accounts Officer; 1,448,134; S.S.L.C., N.D.C. (35); 25.10.71; 57; Accounts Clerk, Calico Mills; **Dhairayawan N. M.**; Asst. Engineering Officer; 208,483; F.Y. Sc. (21); 01.09.76; 42; —; **Dhake R. P.**; Engineering Officer; 325,764; D.M.E., D.I.S., B.Sc. (25); 14.07.87; 50; Maintenance Engineer, HICO Products Ltd.; **Dhanwade R. M.**; Craftsman-I (Fitter); 308,845; X Std. (34); 01.04.75; 53; Fitter, Archis Engg.; **Dharamadhikari Y. V.**; Deputy General Manager - Engg. (Cont.P. Ping.& Est.); 450,192; B.E. Mech. (21); 16.12.88; 43; Senior Engineer, Mukund Iron & Steel Works Ltd.; **Dhond S. V.**; Senior Industrial Relations & Welfare Officer; 343,772; B.Com. Master in Labour Studies, L.L.B. (16); 17.12.84; 39; Personnel Administrative Officer, Music India Ltd.; **Dhuldhyo N. M. #**; Vice Chairman & Managing Director; 3,841,723; B.Sc.(Hons), Ph.D. (Leeds, U.K.) (38); 01.04.93; 63; Managing Director, P.I.L.; **Digaskar A. J.**; Sr. Personnel & Ind. Relations Officer; 308,837; M.A, DPMIR, MLS (21); 14.06.93; 41; Asst. Manager (P), Deepak Fertilizers & Petrochem Ltd.; **Divecha R. K.**; Data Entry Operator; 310,498; S.S.C. (31); 01.02.67; 51; —; **Divey J. D.**; Manager - Office Engg.; 369,857; M.Tech (Chemical) D.M.S (19); 01.04.93; 44; Manager - Polymerisation, P.I.L.; **Diwate S. M. @**; Computer Opr. Officer; 1,172,273; B.Tech-Chemical Engg. (29); 01.04.93; 55; Comp. Operations Officer, P.I.L.; **Dixit S. C. @**; Craftsman-I (Fitter); 918,171; VII Std., I.T.I. (39); 10.09.70; 56; Mechanic, Century Enka Ltd.; **Dixit S. P.**; Security Inspector; 302,594; VII Std., Heavy Vehicle Driving Licence (30); 10.01.73; 51; Watchman, A. S. Murthy & Co.; **Dordi M. F.**; Deputy General Manager - Marketing (Polypropylene); 498,187; M.Sc., M.B.A. (22); 25.02.80; 47; Sales Officer, Godrej Soaps Ltd.; **Doshi N. R. @**; Dy. General Manager - Purch. Personal, & Admi.; 452,849; B.Com. (35); 01.04.93; 57; Manager Per. & Admn., P.I.L.; **Dube P. R. @**; Watchman; 989,158; V Std. (33); 01.04.93; 58; Watchman, P.I.L.; **Dube U. N. @**; Operator; 924,392; X Std. (29); 01.04.93; 50; Operator-Granulation, P.I.L.; **Durve G. N.**; Senior Operator; 306,390; S.S.C. (19); 01.11.78; 41; —; **Engineer C. F.**; Senior Operator; 313,928; S.S.C. (25); 01.01.73; 45; —; **Engineer N. N.**; Shift Production Officer; 347,395; B.Sc. (Hons.) (28); 09.12.71; 49; Manager-cum-Secretary, Comfotkars; **Essex R. G.**; Operator; 312,013; S.S.C., H.S.C. (19); 01.04.93; 38; Operator, P.I.L.; **Fadatar H. S.**; Craftsman-I (Fitter); 313,617; S.S.C. (23); 27.05.74; 46; —; **Fernandes A. L.**; Engineering Officer; 375,776; S.S.L.C. 1st Class, Sup. Competency Certificate (33); 14.11.67; 57; Electrical Chargehand, Stone & Webster India Corp.; **Fernandes C. R. @**; Clerk; 716,683; B.A. (22); 01.02.79; 43; Stenographer, Bombay Port Trust; **Fernandes G.**; Security Assistant; 324,790; X Std. (43); 01.04.93; 60; Security Assistant, P.I.L.; **Fernandes P. @**; Secretary; 1,161,588; B.A. (30); 25.07.67; 51; Stenographer, Imperial Tobacco Co. Ltd.; **Fonseca D.**; Executive Secretary - VC/MD; 372,685; S.S.C./Matric (Old Course) (40); 01.04.93; 58; Executive Secretary, P.I.L.; **Fotedar R. R.**; Manager - HDPE; 225,849; B.E. - Chemical (12); 01.04.93; 36; Manager-HDPE, P.I.L.; **Fouzdar M. E.**; Deputy General Manager - Finance (Treasury); 485,132; B.Com., A.C.A., B.G.L. (20); 23.11.82; 43; Tax Assistant, Anil M. Parikh & Co.; **Gadgil J. R. @**; Asst. Distribution Officer; 1,268,965; S.S.C., N.C.T.V.T. - Electr., D.M.M., D.E.E. (30); 11.10.74; 50; Electrician, Metal Box India Ltd.; **Gadgil R. M.**; General Manager - Marketing, RCD; 544,742; B.Tech. (Chem. E.) (21); 01.11.82; 44; Sales Executive, Castrol Ltd.; **Gadgil S. M.**; Operator Chargehand; 378,608; I.Sc. (34); 02.05.67; 54; Calico Mills.; **Gadkari D. B.**; Engg. Supervisor; 301,803; S.S.C., N.C.T.V.T-1st Class Boiler Attendant (28); 01.04.93; 51; Engg. Supervisor, P.I.L.; **Gadre A. M.**; Senior Operator; 410,585; I.Sc. (26); 08.12.71; 48; Lab. Analyst, Albright Morarij & Pandit Ltd.; **Gadre P. D.**; Senior Personnel and Industrial Relations Officer; 398,710; B.Com., D.M.S. (34); 31.03.69; 54; Accounts Clerk, Sandoz India Ltd.; **Gaikar S. D.**; Material Handler; 80,500; S.S.C. (32); 21.11.67; 58; Branch Post Master, Branch Post Office, Ghansoli; **Gaikwad P. L.**; Craftsman-I (Fitter); 314,166; S.S.C. (23); 19.11.76; 45; Technician-III, Fertilizer Corp. of India Ltd.; **Gaikwad R. D. @**; Driver; 1,041,023; V Std. (39); 01.04.93; 36; Driver - Transport, P.I.L.; **Gambhir K.**; Safety Officer; 414,921; Higher Secondary (34); 01.10.67; 54; Clerk, Central Govt. Health Scheme, Ministry of Health; **Ganapathy K.**; Sales Executive; 337,702; S.S.C./Matric (Old Course) (32); 01.04.93; 53; Sales Executive, P.I.L.; **Gandhi J. N.**; Asst. Manager - Quality Control; 357,925; M.Sc. (30); 01.04.93; 53; Executive - Quality Control, P.I.L.; **Gandhi K. J.**; Operator-in-Charge - Boiler; 392,482; S.S.C.E., Boiler Proficiency Engineer Cert. - II Class (31); 30.09.69; 53; Dhuvaran Power Station; **Ganguly A.**; Senior Operator; 373,629; Higher Secondary (34); 06.05.69; 54; Operator, Standard Pharmaceuticals Ltd.; **Ganguly R. B.**; Regional Manager - Northern Region; 546,283; M.A., L.L.B., D.M.E., D.E.E. (42); 13.02.69; 60; Asst. Foreman (Elec.), Hindustan Steel Ltd.; **Garg S.**;

NATIONAL ORGANIC CHEMICAL INDUSTRIES LIMITED

Name of the Employee; Designation/Nature of Duties; Remuneration; Qualification & (Experience); Date of commencement of employment; Age Years; Particulars of previous employment

Process Engineering Officer; 76,626; B. Tech. Chem. Engg. (2); 15.07.96; 26; —; **Gawand B. N.** @; Clerk; 1,128,886; S.S.C. (37); 01.04.93; 57; Assistant - CDS, PIL; **George Jacob**; Manager - F & D; 422,222; B.Com. (35); 29.05.67; 53; Tradesman 'B', Bhabha Atomic Research Centre; **George K. O.**; Shift Production Officer; 358,293; S.S.L.C. (34); 15.02.67; 57; Plant Operator, Century Spg. & Mfg. Co. Ltd.; **Ghag K. B.**; Office - Asst. Tel. Operator; 277,634; III Std. (34); 01.04.93; 55; Peon, PIL; **Ghag R. H.**; Emp. Rel. Executive; 108,808; B.Com., L.L.B./B.G.L., M.P.M. (12); 01.04.93; 34; Emp. Relation Executive, PIL; **Ghatkar N. G.** @; Engineering Executive; 309,939; D.I.S., B.E., D.M.S. (20); 01.04.93; 43; Engg. Supervisor, PIL; **Gheewala B. S.**; Senior Operator; 315,503; I.Sc., D.M.E. (33); 15.02.67; 54; Operator 'B', Indian Oil Corp. Ltd.; **Ghogale S. T.** @; Watchman; 910,761; X Std. (34); 01.04.93; 34; Watchman, PIL; **Ghosh B. M.**; Asst. Engineering Officer; 373,932; Upto X Std. (38); 14.01.69; 58; Fitter Gr. I, Hindustan Steel Ltd.; **Ghosh K.**; Shift Analyst; 332,202; B.Sc. (21); 01.04.93; 45; Shift Analyst, PIL; **Ghotge R. S.**; General Manager - Sales; 670,483; B.Tech. (Chem.) PGDM (22); 04.12.79; 46; Marketing Officer, Bharat Heavy Electricals Ltd.; **Girdhar P. J.**; Manager - Rotating Equipments; 336,824; B.E. (Mech.) (9); 12.08.89; 33; —; **Giri G. L.** @; Watchman; 682,017; IX Std. (37); 01.04.93; 59; Watchman, PIL; **Girigosavi M. R.** @; Peon; 916,143; VI Std. (33); 01.04.93; 57; Peon, PIL; **Godambe P. R.**; Electrician-I; 348,567; S.S.C., N.C.T.V.T. (Elect.) (21); 07.04.76; 45; —; **Goel S. K.**; Regional Sales Manager - Ind. Chem.; 353,077; B.E. Elect., M.B.A. (14); 12.04.93; 36; Dy. Marketing Manager, Maharashtra Seamless Ltd.; **Gokhale A. P.** @; Senior Research Officer; 1,167,015; M.Sc., Ph.D. (10); 15.06.87; 41; —; **Gokhale E. K.** @; Materials Assistant; 1,032,168; S.S.C. (35); 15.01.69; 54; Operator, Bhabha Atomic Research Centre; **Gokhale P. D.**; Senior E.D.P. Officer - Operations; 422,696; S.S.C. (38); 14.04.69; 59; Machine Operator, Mukand Iron & Steel Works Ltd.; **Gopalakrishnan P. G.**; Junior Operator; 318,560; Pre-University (32); 19.09.69; 51; Operator, Herdillia Chemicals Ltd.; **Gopalakrishnan K.** @; Executive Legal; 1,123,757; B.A., L.L.B. (30); 01.04.93; 48; Executive Secretarial, PIL; **Gore S. P.**; Personnel Supervisor; 302,379; S.S.C., G.C.C. (34); 01.04.93; 53; Personnel Supervisor, PIL; **Gorkha P. N.** @; Security Guard; 764,145; III Std. (30); 01.04.67; 53; —; **Goutam A. M.**; Shift Production Officer; 364,327; I.Sc. (28); 01.09.69; 49; —; **Govandi S. V.**; Craftsman-I (Fitter); 324,690; S.S.C. (29); 02.05.75; 49; Machinist, B. P. Tanker (India) Co. Ltd.; **Goveas L.**; Secretary; 369,079; S.S.C. (34); 21.08.67; 52; Stenographer, Airfreight (P) Ltd.; **Goyal R. K.**; Process Engineering Officer; 131,432; B.Tech. Chem. Engg. (3); 15.07.95; 29; —; **Gracias A.**; Secretary; 375,823; F.Y. Arts (33); 29.08.67; 52; Secretary, Lummus Co. of India Ltd.; **Gulla Subhash C.**; Asst. Manager - Admn., Sec.; 318,469; B.Sc. (27); 01.04.93; 50; Executive - Security & Transport, PIL; **Gunijkar R. D.**; Naphtha Gauge Supervisor; 366,459; B.Sc. (30); 21.03.68; 53; —; **Gupta A. K.**; Senior Safety Officer; 378,468; B.Sc., D.M.S., Dip. in Ind. Safety (36); 20.12.67; 55; Operator, Indian Drugs & Pharmaceuticals Ltd.; **Gupta H. K.** @; Shift Production Officer; 1,620,902; B.A. (34); 31.07.67; 53; Operator B, Indian Oil Corporation Ltd.; **Gupta S. C.** @; Asst. Warehouse Officer; 1,346,532; Int. Com., B.A., Business Management (Y.M.C.A.) (35); 01.10.67; 54; Typist/Clerk, M/s. Siyaram Brothers; **Gupta S. K.**; Process Engg. Officer; 97,406; B.Tech. (Chem.) (6); 03.07.92; 31; —; **Gupte A. A.**; Craftsman-I (Fabricator); 308,949; S.S.C. (29); 02.05.75; 51; Fabricator, Chem. Ind. Corp.; **Gupte A. V.** @; Executive - MTS; 996,431; F.Y. Sc., Plastic Tech. (U.K.) L.T.C. (30); 01.04.93; 59; Executive - Mktg. Tech. Services, PIL; **Gupte C. R.**; Sr. Vice President; 652,517; B.Sc., F.C.A. (24); 01.04.93; 48; General Manager-Marketing, PIL; **Gupte D. V.**; Material Executive; 317,425; B.A. (29); 01.04.93; 51; Material Executive, PIL; **Gupte S. V.**; Junior Operator; 339,833; H.S.C. (16); 11.06.81; 36; —; **Gupte U. D.** @; Executive - Engg.; 1,157,492; S.S.C., F & S Certificate (35); 01.04.93; 59; Engg. Officer-Civil, PIL; **Gupte V. R.**; Executive Director - Finance; 1,999,963; B.Com., F.C.A. (30); 01.04.93; 53; Executive Director - Finance PIL; **Hajare K. S.**; Operator; 331,686; S.S.C., N.C.T.V.T. (21); 01.04.93; 42; Operator, PIL; **Halarnkar S. V.**; Craftsman-I (Fitter); 319,779; S.S.C. (23); 26.08.76; 44; Mechanic, Fertilizer Corp. of India Ltd.; **Hanmante P. N.** @; Lab. Analyst; 701,702; B.Sc. (Agriculture) (22); 01.04.93; 46; Lab. Analyst, PIL; **Hariharan P.** @; Asst. Manager - Purchase; 1,304,703; B.A. (41); 01.04.93; 60; Asst. Manager-Purchase, PIL; **Hatankar Y. Z.** @; Operator; 755,405; VII Std. (31); 01.04.93; 59; Operator, PIL; **Hattiangadi K. N.** @; Senior Product Manager - Base Chem./EO; 1,633,167; B.Sc. (38); 21.08.67; 59; Professional Services Representative, Sarabhai Chemicals Ltd.; **Hegde K. K.**; Driver; 449,407; VIII Std. (33); 01.04.93; 60; Driver-Transport, PIL; **Hendricks L. I.**; Senior Operator; 338,407; I.Sc. (26); 02.08.72; 47; Plant Operator, Chemicals & Fibres India Ltd.; **Inamdar C. S.**; Dy. General Manager - MTS; 476,045; B.Sc., A.M.P.R.I. (27); 01.04.93; 49; Manager MTS, PIL; **Ittoop C. J.**; Craftsman-I (Machinist); 316,786; VIII Std. (28); 01.04.75; 49; Machinist, A. H. Murthy & Co.; **Iyer P. R.** @; Executive - Quality Control; 1,227,859; M.Sc. (Chemistry) (33); 01.04.93; 59; Executive-Q.C. Chem. Lab., PIL; **Iyer S. M.**; Engineering Officer; 89,834; B.E. (Instr.) (6); 17.07.92; 30; —; **Iyer S. R.**; General Manager - Technical; 752,549; B.Sc., B.E. (Chem.), D.M.S., A.M.I. Chem.E. (11); 01.04.93; 52; Divisional Manager-Technical, PIL; **Iyer S. S.**; Senior Engineering Officer; 157,333; B.Chem. Engg. (8); 15.06.90; 31; —; **Jadhav A. N.**; Accounts Clerk; 322,997; F.Y. Sc. (29); 07.08.72; 52; Operator, Union Carbide India Ltd.; **Jadhav G. S.** @; Peon; 966,066; IV Std. (30); 01.04.93; 58; Peon, PIL; **Jadhav P. S.** @; Clerk; 590,873; Upto S.S.C. (38); 01.06.64; 56; Standard Mills Co. Ltd.; **Jadhav S. S.**; Driver - Fire Fighting; 302,935; V Std. (31); 01.04.93; 52; Driver-Fire Fighting, PIL; **Jadhav S. T.** @; Tradesman-Workshop; 1,042,510; VII Std. (36); 01.04.93; 55; Tradesman-Workshop, PIL; **Jadhav V. B.**; Plant Operator; 304,155; S.S.C. (21); 01.04.93; 41; Plant Operator, PIL; **Jadhav V. S.**; Craftsman-I (Fitter); 325,109; S.S.C., I.T.I. (25); 02.05.75; 47; Jr. Fitter, Gharda Chemicals Pvt. Ltd.; **Jagtap R. N.**; Craftsman-II (Auto-Mechanic); 310,828; S.S.C. (20); 01.09.80; 43; Craftsman, Bharat Petroleum Corporation Ltd.; **Jagtap S. N.**; Tradesman; 1,147,675; IX Std. (34); 01.04.93; 55; Tradesman-Workshop, PIL; **Jahagirdar M. R.** @; Asst. Engineering Officer; 779,109; D.E.E. (31); 21.02.86; 56; Jr. Engineer, National Rayon Corporation Ltd.; **Jairaman V.** @; Senior Engineering Officer; 1,448,255; B.Sc. (35); 01.03.67; 55; Instrument Mechanic, FACT Ltd.; **Jaiswal V. D.** @; Manager - Engineering & Distribution; 1,480,339; A.M.I.E. India (Chem. E.) (34); 01.03.67; 54; Operator, Fertilizer Corp. of India Ltd.; **Jani B. B.**; Manager; 385,906; B.A., D.L.L. (33); 01.04.93; 56; Admn. Executive, PIL; **Jason N.** @; Secretary; 1,160,325; S.S.C. (30); 01.04.93; 53; Personal Secretary - Projects, PIL; **Jayaraman R. R.**; Peon; 128,671; VIII Std. (38); 01.04.93; 60; Peon, PIL; **Jere H. P.**; Manager - Electrical; 365,544; B.Tech. (Elect.) Engg. (9); 01.07.88; 33; —; **Jhalaria K.**; General Manager - Materials; 444,249; B.Tech. (Chem. E.) (16); 03.07.91; 40; —; **Joglekar S. A.**; Electrician-I; 341,013; S.S.C., P.W.D. Sup. Licence I.T.I. (Elect.) (28); 06.05.75; 49; Electrician, Union Carbide India Ltd.; **Joglekar S. M.**; Operator Chargehand; 365,775; B.Sc. (29); 23.02.70; 50; Chemist, Pigment Lakes & Chem. Hsg. Co. Ltd.; **Joglekar V. N.**; Senior Operator; 336,293; S.S.C. (34); 30.01.69; 53; Operator, Colourchem Ltd.; **John K. V.** @; Tradesman; 893,659; X Std. (29); 01.04.93; 55; Tradesman - Workshop, PIL; **John M. T.** @; Tradesman; 1,126,532; VIII Std. Fitter, Welding Course (33); 01.04.93; 55; Tradesman - Workshop, PIL; **Johny K. D.**; Craftsman-I (Fitter); 306,440; S.S.C. (32); 18.04.74; 53; Craftsman, M. G. Shetty & Co.; **Jopule K. S.**; Electrician-I; 324,235; S.S.C., 1st Class Sup. Competency, I.T.I. Electrician, P.W.D. Sup. Elect. Licence (35); 01.02.72; 56; Voltas Ltd.; **Joseph P. J.**; Craftsman-I (Fitter); 350,892; S.S.C., I.T.I. Machinist (25); 17.09.73; 49; Inspector, T.C.C. Pvt. Ltd.; **Joshi A. A.** @; Senior Security Guard; 570,329; S.S.C. (30); 25.03.77; 52; Watchman, Boehringer - Knoll Ltd.; **Joshi A. G.**; Manager - Solvents/Alcohols Prod.; 357,481; B.Tech. (Chem. Engg.) (15); 26.10.87; 36; Junior Engineer, R. C. F., Thal; **Joshi G. W.**; Safety Officer; 305,521; M.Sc., Ph.D. (12); 16.03.89; 43; Research Coordinator, Filtra Materials Research (P) Ltd.; **Joshi M. C.** @; Senior Operator; 406,967; B.Sc. (20); 16.03.81; 41; Skilled Staff, Glaxo Laboratories (India) Ltd.; **Joshi P. S.** @; Clerk; 934,853; S.S.C. (33); 05.07.69; 56; Typist, M.S.E.B.; **Joshi P. V.**; Operator Chargehand; 399,009; S.S.C. (27); 01.11.70; 50; —; **Joshi R. N.** @; Purchase Officer; 1,368,763; B.A. (38); 10.08.67; 60; Health Inspector, Western Railway; **Joshi S. A.**; Accounts Officer; 350,136; B.Com. (28); 23.08.71; 47; Kumud Construction; **Joshi V. K.**; Manager - Personnel & Admn.; 419,862; B.Com., L.L.B., M.L.S. (39); 03.07.86; 58; Asst. Personnel Manager, Raptakos, Brett & Co. Ltd.; **Junnarkar A. G.** @; Asst. Engineering Officer; 1,191,799; S.S.C., Dip. Mech. Draughtsmanship (32); 19.01.72; 57; Draughtsman, Dalal Consultants & Engineers Pvt. Ltd.; **Jurisingani L. B.**; Manager - Inspection; 446,142; B.E. (Mech.) (26); 07.09.81; 51; Service Inspection Engineer, Desmet (I) Pvt. Ltd.; **Kabiraj N. C.**; Operator Chargehand; 317,014; B.Sc., B.Ed. (34); 11.11.68; 56; Allied Resins & Chemicals Ltd.; **Kadam A. S.**; Operator; 310,462; S.S.C. (23); 01.04.93; 44; Operator, PIL; **Kadam D. R.**; Operator; 377,183; S.S.C. (22); 01.04.93; 43; Operator, PIL; **Kadam N. R.** @; Security Assistant; 783,066; S.S.C. (40); 01.04.93; 58; Security Assistant, PIL; **Kadam R. J.**; Laboratory Technician-I; 317,169; B.Sc. (29); 10.04.68; 52; —; **Kagale S. S.**; Engg. Executive; 344,376; D.M.E., 1st Class Boiler Attendant (22); 01.04.93; 42; Engg. Executive, PIL; **Kalan V. L.** @; Operator; 891,850; X Std. (29); 01.04.93; 51; Operator, PIL; **Kale P. G.**; Senior Operator; 376,111; F.Y.Sc. (22); 29.09.75; 44; —; **Kale Y. K.**; Senior Operator; 331,732; B.Sc. (22); 12.05.75; 46; —; **Kamath R. V.**; Instrumentman-I; 322,442; S.S.C., I.T.I. (33); 01.08.69; 53; Union Carbide India Ltd.; **Kamble H. K.** @; Bagging Operator; 682,744; VII Std. (24); 01.04.93; 55; Bagging - Operator, PIL; **Kandalgaonkar A. S.**; Craftsman-II (Machinist); 312,537; S.S.C. (28); 01.09.76; 52; Turner, Hoist O - Mech. Ltd.; **Kandari J. G. S.**; Operator Chargehand; 348,794; B.Sc. (34); 04.12.68; 57; Herdillia Chemicals Ltd.; **Kandpal B. G.**; Senior Operator; 337,597; B.Sc. (23); 18.04.74; 45; —; **Kane S. G.** @; Vice President - Research & Development; 1,189,615; B.Tech. (Chem.), SM (Chem. E.), D.Sc. (Chem. E.) (27); 15.04.81; 55; Vice-President (Research & Development), Swadeshi Polytek Ltd.; **Kantak S. S.** @; Quality Control Supervisor; 1,240,678; B.Sc. (30); 01.04.93; 55; Quality Control Supervisor, PIL; **Kapadia C.**; Manager - Treasury; 364,936; A.C.A., I.C.W.A. (7); 15.08.91; 33; Chartered Accountant, A. F. Ferguson & Co.; **Kapadia M. B.** @; General Manager - Finance (Salary & Taxation); 1,379,938; B.Com., A.C.A. (29); 01.04.93; 56; Finance Manager, PIL; **Kapoor N.**; Secretary; 324,103; B.A. (28); 24.08.87; 48; Secretary/Steno, Infar (India) Ltd.; **Kapoor K. M.**; Deputy General Manager - Marketing Services; 564,019; B.Tech. (Hons.) (Chem. E.) (32); 15.05.67; 53; Technical Sales Representative, Bright Bros. Pvt. Ltd.; **Karkera L. K.**; Admn. Executive; 306,217; M.Sc., L.L.B., Dip. in Material Management (29); 01.04.93; 57; Admn. Executive, PIL; **Karkera M. N.**; Manager - Safety; 450,050; D.E.E. (30); 01.04.93; 55; Manager - Engg. PIL; **Karkera V. G.** @; Clerk; 1,001,337; B.A. (30); 01.05.67; 50; —; **Karmarkar S. M.** @; Manager - A & P; 1,127,972; B.Com., M.L.S. (27); 02.08.82; 49; Security Officer, Mazagaon Docks Ltd.; **Karmarkar V. R.** @; Transport Officer; 1,389,081; S.S.C., I Class Sup. Competency Cert. (39); 04.10.67; 56; Supervisor, Union Carbide India Ltd.; **Karnik S. B.**; Accounts Officer; 307,939; B.Com. (27); 11.06.79; 47; Accountant, Indian Engg. Works; **Karnik U. M.**; Company Secretary & General Manager - Admn.; 783,648; B.Sc., L.L.B., A.C.S. (28); 14.12.78; 50; Asst. Secretary & Joint Manager (Legal), Maharashtra Small Scale Inds. Dev. Corp. Ltd.; **Karunakar T. A.**; Accounts Officer; 346,547; B.A., L.L.B. (37); 01.04.93; 56; Accounts Supervisor, PIL; **Kashyap R. K.**; General Manager - Project Engineering; 739,411; B.Tech., (Elec. E.) D.F.M. (24); 09.08.82; 44; Sr. Engineer, Bhabha Atomic Research Centre; **Kathuria S. M.**; Deputy General Manager - Engg. (Specialist Services); 464,881; B.Tech. (Mech. Engg.) (21); 01.12.88; 43; Deputy Manager, Larsen & Toubro Ltd.; **Katre A. K.**; Manager - Maintenance (Area); 212,738; B.E. (Mech.) (12); 20.07.86; 37; Mechanical Engineer, Kusan Metal Products Pvt. Ltd.; **Katrekar N. S.**; Senior Training Officer; 301,137; M.Sc. (Tech.) (9); 15.04.89; 35; Unichem Labs Ltd.; **Katrekar S. S.**; Senior Process Engineer; 118,286; B.Tech. (Chem. Engg.) (10); 02.07.88; 33; —; **Kaujalgikar V. Y.** @; Executive - Training; 1,244,616; B.Com., L.L.B., D.L.L. (32); 01.04.93; 49; Executive - MPD, HRD Planning; **Kawle P. Y.**; Clerk Typist; 300,760; S.S.C. (22); 01.04.75; 43; —; **Kelkar M. S.**; Shift Production Officer; 359,817; S.S.C. (36); 03.04.67; 57; Senior Operator, Union Carbide India Ltd.; **Khan A. N.**; Deputy General Manager - Sales (Eastern Region); 511,107; B.Sc. (33); 31.08.69; 56; Technical Representative, Bakelite India Pvt. Ltd.; **Khan L. A.**; Senior Operator; 339,518; S.S.C. (34); 06.06.68; 57; Plant Operator, Bhabha Atomic Research Centre; **Khan Noor Rahim Khan**; Craftsman-I (Fitter); 354,722; F.Y. Sc. (22); 10.03.76; 44; —; **Khandagale P. S.**; Gen. Fitter; 383,919; S.S.C. (30); 01.04.93; 49; Gen. Fitter, PIL; **Khandalkar S. M.**; Craftsman-I (Machinist); 317,147; S.S.C., I.T.I. Machinist (31); 24.04.75; 52; Miller, Richardson & Cruddas (1972) Ltd.; **Khandekar G. G.**; Senior Security Guard; 302,326; S.S.C. (34); 25.07.75; 54; Security Guard, Godrej & Boyce Mfg. Co. Pvt. Ltd.; **Khandekar G. M.** @; Manager - R & D; 1,163,633; B.Sc. (Tech.) Pharma,

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Name of the Employee; Designation/Nature of Duties; Remuneration; Qualification & (Experience); Date of commencement of employment; Age Years; Particulars of previous employment

Ph.D. (Tech. Pharma), Post Doct - (Oxford). (10); 15.07.87; 41; —; **Khandekar R. D.**; Senior Operator; 302,662; B.Sc. (22); 05.02.81; 43; Scientific Asst., Bhabha Atomic Research Centre; **Khandekar S. V.**; Craftsman-II (Fitter); 338,386; S.S.C. (25); 16.05.77; 47; Fitter, B. P. Oil Tanks Co. Ltd.; **Khanha K. L. @**; Clerk/Steno; 577,756; B.A. (35); 01.04.93; 56; Steno - Clerk, P.I.L.; **Khanolkar M. R. @**; Accounts Supervisor; 956,424; S.S.C. (37); 01.04.93; 59; Assistant - Finance, P.I.L.; **Khanolkar P. P. @**; Senior Manager, Construction & Civil Engineering; 1,575,813; B.E. (Mech.) (32); 01.12.70; 55; Technical Assistant, B.E.S.T.; **Kharbe A. G.**; Senior Operator; 348,014; S.S.C. (22); 12.05.75; 42; —; **Khare S. L.**; Asst. Secretarial/Administration Officer; 311,460; B.Com., L.L.B., A.C.S. (23); 11.12.81; 44; Asst., Fibreglass Pilkington Ltd.; **Khatir T. B. @**; Operator; 1,023,870; VII Std. (31); 01.04.93; 53; Operator - Granulation, P.I.L.; **Khilnani H. D.**; Sr. Confidential Secretary; 317,589; S.S.C. (30); 01.04.93; 48; Personal Secretary, P.I.L.; **Khodaji T. @**; Secretary; 1,427,539; B.A., ATCL (London) (34); 25.04.66; 57; Secretary, Merck Sharpe & Dohme of India Ltd.; **Kohli T. N. @**; Clerk; 894,749; Matriculation (32); 25.06.69; 51; Typist/Clerk, Mohan Brothers; **Kokardekar R. N.**; Asst. Manager - Accelerator; 330,352; B. Tech., D.M.S. (21); 01.04.93; 43; Asst. Manager - Accelerator, P.I.L.; **Koli J. V.**; Craftsman - II (Machinist); 316,462; S.S.C. (26); 01.04.75; 57; Machinist, S. S. Engineering Works; **Koli V. K.**; Senior Operator; 34,941; S.S.C., N.C.T.V.T. (21); 25.08.80; 43; Process Operator, Carbide Chemicals Co.; **Korde S. S.**; Operator; 307,512; S.S.C. (21); 01.04.93; 44; Operator, P.I.L.; **Kothare P. M. @**; Telex Operator; 917,161; S.S.C. (26); 08.11.71; 47; —; **Kotian S. B.**; Craftsman-I (Fitter); 304,837; S.S.L.C. (33); 01.04.75; 52; Fitter, A. S. Murthy & Co.; **Krishnan A. A.**; Clerk; 321,320; S.S.L.C. (36); 28.02.69; 55; Telex Operator, Central Railway; **Krishnan A. S. @**; Engineering Officer; 1,288,120; B.Sc. (32); 07.08.69; 53; Gujarat Refinery, Baroda; **Krishnan R. S.**; Operator Chargehand; 367,628; I.Sc. (34); 02.05.67; 54; Boots Pure Drug (I) Ltd.; **Kshirsagar D. D. @**; Tradesman; 947,068; II Std. (30); 01.04.93; 53; Tradesman - Civil, P.I.L.; **Kukade A. A. @**; Tel. Operator/Receptionist; 814,409; S.S.C. (23); 01.04.93; 43; Tel. Operator/Receptionist, P.I.L.; **Kulkarni D. V.**; Storekeeper; 316,878; B.Com. (20); 01.04.93; 44; Storekeeper, P.I.L.; **Kulkarni L. M.**; Manager - Civil Engineering; 420,973; B.Tech. (Civil) (21); 26.03.79; 45; Site Engineer, Engineering Construction Corp. Ltd.; **Kulkarni S. S.**; Asst. Engineering Officer; 372,101; S.S.C., N.C.T.V.T. (29); 19.08.68; 50; —; **Kumar Mahender**; Manager - Marketing Administration; 590,151; B.A., L.L.B. (32); 01.12.87; 60; Gen. Manager, Creato Ice Cream Ltd.; **Kumar Pralhad**; Craftsman-I (Fitter); 325,096; S.S.C., I.T.I. Machinist (34); 03.08.70; 55; Millwright Fitter, Union Carbide India Ltd.; **Kumar S.**; Senior Marketing Officer; 304,908; B.Tech. (Plas.Tech.) (8); 01.07.90; 33; —; **Kuslekar B. N. @**; Helper; 725,459; II Std. (24); 01.04.93; 50; Helper, P.I.L.; **Lad N. G. @**; Supervisor Engg.; 1,204,087; S.S.C., Int. Gr. Drawing Exam. (36); 01.04.93; 50; Engg. Supervisor - Design, P.I.L.; **Lad R. J.**; Engineering Officer; 365,110; I.Sc., D.E.R.E. (25); 12.10.72; 49; —; **Lagad V. R.**; Prod. Officer; 305,830; S.S.C., I.T.I. (26); 01.04.93; 49; Prod. Officer, P.I.L.; **Lahiri T. K. @**; Sales & Safety Officer; 1,667,777; B.Sc. (30); 18.10.67; 48; —; **Lakdawalla V. R.**; Asst. Distribution Officer; 378,308; I.Sc. (30); 11.01.69; 51; Senior Operator, Union Carbide India Ltd.; **Lakshmanan M.**; Asst. Manager - Purchase; 368,404; B.A. (28); 01.04.93; 46; Purchase Executive, P.I.L.; **Lalit S. V. @**; Operator; 933,714; S.S.C. (28); 01.04.93; 47; Operator - Granulation, P.I.L.; **Lalvani M. M.**; Deputy General Manager - Finance (Mgmt. Accounting); 462,490; B.Com., L.L.B., A.C.A. (14); 10.06.96; 39; Budget & Planning Manager, Colgate Palmolive (India) Ltd.; **Lamgora D. @**; Sales Executive; 836,662; B. Tech - Chemical Engg. (17); 01.04.93; 39; Tech. Sales Officer - Marketing, P.I.L.; **Laporte K. @**; Asst. Engineering Officer; 1,267,565; Matriculate (41); 01.06.82; 59; Tata Fison Ind.; **Lavande A. N. @**; Operator; 912,378; VIII Std. (32); 01.04.93; 51; Operator, P.I.L.; **Lewis P. V.**; Materials Assistant; 325,564; S.S.C. (28); 03.08.70; 49; Clerk, Kumud Construction; **Lilani M. T. @**; Lab - Analyst; 1,124,696; B.Sc. (29); 01.04.93; 50; Analyst - Chemical Lab., P.I.L.; **Lisboa M.**; Secretary; 322,838; S.S.C. (34); 21.08.67; 53; Stenographer, LINTAS; **Lobo A. J. @**; Assistant Manager - Utility; 1,301,625; B.Sc., B.E. (Mech.) (33); 01.04.93; 60; Asst. Manager - Utility, P.I.L.; **Lobo A. M. @**; Tradesman; 1,163,593; IX Std. (38); 01.04.93; 56; Tradesman - Workshop, P.I.L.; **Lobo M. B. @**; Personnel Supervisor; 1,168,389; F.Y. Com. (37); 01.04.93; 57; Supervisor - Personnel, P.I.L.; **Lohar B. T. @**; Tradesman; 922,021; VI Std. (26); 01.04.93; 49; Tradesman - Workshop, P.I.L.; **Lokhandwala S. J. @**; Int. Audit Executive; 1,196,772; B.Com. (37); 01.04.93; 59; Officer - Internal Audit, P.I.L.; **Luman S. G.**; Manager - Per. & Admn.; 362,231; B.Sc., L.L.B., Part-II, B.G.L., M.L.S., D.B.M. (6); 01.04.93; 41; Manager - Per. & Admn., P.I.L.; **Madhavi D. D.**; Fork - Lift Driver/Material Handler; 314,590; V Std. (29); 01.02.69; 49; —; **Madhavi H. K. @**; Cook; 920,380; IV Std. (33); 01.04.93; 57; Helper - Canteen, P.I.L.; **Madhavi M. H.**; Asst. Cook-cum-Bearer; 369,800; Std. II (28); 01.04.93; 59; Bearer, P.I.L.; **Madhavi V. N.**; Fork-Lift Driver/Material Handler; 305,575; V Std. (30); 29.03.68; 51; —; **Madhavi V. R. @**; Tradesman; 960,518; Wiremans Lic. (P.W.D.), IX Std. II Class. (28); 01.04.93; 47; Tradesman - Electrical, P.I.L.; **Madkaikar V. H.**; Manager - Fire & Safety; 318,927; B.A., L.L.B. Grade I. Fire & E.M.I.E.I.R.E.E. (34); 14.01.85; 61; Senior Staff Officer, Govt. of Maharashtra; **Madraswala K. J.**; Shift Analyst; 332,037; B.Sc., Dip. in Analytical Method (23); 01.04.93; 45; Shift Analyst, P.I.L.; **Mahadik V. D.**; Craftsman-I (Auto-Mechanic); 319,193; S.S.C. (30); 25.10.76; 50; Asst. Fitter, B.E.S.T.; **Maharjan B. S. @**; Peon; 343,253; IX Std. (14); 01.04.93; 35; Peon, P.I.L.; **Mahrotri B. H.**; Tel. Opr. cum - Receptionist; 1,164,333; S.S.C. (34); 01.04.93; 57; Tel. Opr. - Cum - Receptionist, P.I.L.; **Majmudar T. M.**; Asst. Accounts Officer; 356,023; B.A., D.Com. (42); 12.05.67; 59; Storekeeper, The S.V. Regional College of Engineering Technology, Surat; **Makandar B. H. @**; Production Officer; 1,198,560; B.Sc. (37); 01.04.93; 60; Prod. Officer - EVA, P.I.L.; **Makani S. J.**; Manager - Civil; 399,668; B.E. (Civil), D.B.M. (22); 01.06.82; 47; Resident Engineer, Banka Engineering Construction Co.; **Malaya R. N. @**; Peon; 614,495; X Std. (27); 02.06.70; 47; Helper, Paramount Rubber Factory; **Mali N. G.**; Shift Production Officer; 361,287; S.S.C. (27); 01.11.70; 48; —; **Malkani L. C.**; Sr. Scientist - R & D; 400,990; Plastic Tech. (U.K.), B.E. (Mech.) (29); 01.04.93; 53; Research Scientist - R&D, P.I.L.; **Manchand. @**; Peon; 512,176; No Formal Education (34); 01.04.93; 55; Peon, P.I.L.; **Mammen M. A.**; Manager - Human Resources; 387,854; M.A. - Per. Mgt. & Indl. Relation (6); 01.04.93; 40; Manager - Training, P.I.L.; **Mang M. R.**; Accounts Clerk; 310,705; B.A. (36); 02.02.68; 57; Sub Inspector, Central Excise; **Mangale A. D.**; Senior Operator; 309,336; B.Sc. (24); 01.01.81; 46; Plant Operator, Bhabha Atomic Research Centre; **Manghani P. G.**; Vice President - Marketing, Polymer (PVC/PP); 882,016; B.Sc. APRI (Plastic, Institute - London) D.S.M. (34); 28.11.67; 57; Senior Research Asst., Distillers, Chemicals & Plastics Co. Ltd.; **Mangoli B. N.**; Operator Chargehand; 381,343; S.S.C. (33); 23.04.69; 53; Operator, Herdillia Chemicals Ltd.; **Mangoli M. N.**; Operator Chargehand; 115,432; Upto I.Sc. (38); 29.05.67; 59; Shift Supervisor, Catalyst (India) Ltd.; **Maniar N. B.**; Asst. Accounts Officer; 339,890; B.Com. (32); 04.10.71; 52; Accounts Clerk, Khatau Mills Ltd.; **Maniwasakam L.**; Senior Engineering Officer; 390,978; S.S.L.C., 1st Class, Sup. Competency Cert. (38); 01.08.67; 55; Electrical Chargehand, Larsen & Toubro Ltd.; **Maniyar J. C. @**; Asst. Manager - Accounts; 1,271,221; B.Com. (35); 01.04.93; 56; Asst. Manager - Accounts, P.I.L.; **Manjekar D. J.**; Operator; 326,588; S.S.C., N.C.T.V.T. (19); 01.04.93; 39; Operator, P.I.L.; **Mankar N. U. @**; MTS. Officer; 1,186,278; B.Sc., D.A.M., D.P.E. & Factory Management (30); 01.04.93; 53; MTS Officer, P.I.L.; **Mankodi D. B.**; Accounts Officer; 195,078; C.A., I.C.W.A. (C.A.); 24.06.92; 29; —; **Mannadiar P. R.**; Sr. Conf. Secretary; 300,414; S.S.C., G.C.C., Cert. Course in Import & Export Mgt. (28); 01.04.93; 46; Sr. Conf. Secretary, P.I.L.; **Marathe K. N. @**; Asst. Engineering Officer; 1,276,893; S.S.C., N.C.T.V.T. - M.M.C.P. (31); 10.07.67; 51; Maintenance Fitter, Fibreglass Pilkington Ltd.; **Marathe M. G. @**; Personal Secretary; 948,380; B.A., Computer, Fundamentals, G.C.C. (21); 01.04.93; 44; Personal Secretary, P.I.L.; **Marfatia P. B.**; Senior Process Engineering Officer; 337,080; M.Sc. Tech. (13); 01.07.84; 39; —; **Martys A. @**; General Manager - Finance, Treasury/Costing; 1,196,029; B.Com., F.C.A. (32); 03.03.80; 58; Dy. Gen. Manager, Balmer Lawrie & Co. Ltd.; **Mascarenhas L. F.**; Manager - Exports; 539,015; D.M.M., S.S.C. Old Course (41); 01.04.93; 60; Manager - Exports, P.I.L.; **Mastakar V. V. @**; Tradesman; 981,613; S.S.C. (35); 01.04.93; 58; Tradesman - Workshop, P.I.L.; **Mathews A. J.**; Project Leader - Systems; 108,420; B. Tech. (Chem.) (8); 04.02.90; 32; —; **Mathias J.**; Personal Assistant; 300,655; S.S.C. (31); 01.08.68; 49; Stenographer, P. C. Lala & Co.; **Mathrani A. P.**; Asst. Manager - HES; 344,347; B. Chem. Engg. (30); 01.04.93; 55; Asst. Manager, P.I.L.; **Mathur R. N.**; Officer - HRD; 45,322; B.A., M.A. PM & IR (3); 03.06.97; 23; —; **Mathure S. K.**; Senior Operator; 308,248; I.Sc. (19); 01.11.78; 43; —; **Mayekar P. S.**; Asstt. Engineering Officer; 313,933; S.S.C. (24); 17.09.73; 49; —; **Mazumdar M. @**; Stenographer; 571,890; B.A. (26); 01.04.93; 50; Stenographer, P.I.L.; **Mazumdar N. C. @**; Administrative Officer; 1,350,813; B.A., L.L.B. (42); 16.08.67; 59; Clerk, Menora Hosiery Works Pvt. Ltd.; **Mehta H. T.**; Sales Executive; 324,193; B.E. Chemical (20); 01.04.93; 46; Sales Executive, P.I.L.; **Mehta M.**; Senior Marketing Officer; 311,997; B.Tech. (Chem.). Dip. Mktg. Mgmt. (14); 01.11.88; 37; Mktg. Executive, Kanoria Chem. & Ind. Ltd.; **Mehta S.**; Deputy General Manager, Purchase; 481,891; B.E. (Mech.) (22); 09.12.85; 48; Project Engineer, Hayab Saeed Anam & Co.; **Mendes L. I.**; Laboratory Technician-I; 333,012; B.Sc. (27); 15.07.71; 47; Asst. Chemist, Asian Paints (India) Ltd.; **Mendonca J. J.**; Driver - Transport; 249,018; VIII Std. (34); 01.04.93; 60; Driver - Transport, P.I.L.; **Menon C. G.**; Purchase Officer; 336,617; B.A., D.B.M. (26); 08.03.72; 49; Costing Clerk, Tak Machinery Ltd.; **Mhatre B. K. @**; Tradesman; 1,013,377; III Std. (32); 01.04.93; 54; Tradesman - Workshop, P.I.L.; **Mhatre B. N. @**; Tradesman; 991,804; No Formal Education. (34); 01.04.93; 55; Tradesman - Workshop, P.I.L.; **Mhatre D. H.**; Senior Operator; 388,779; F.Y. Sc. (27); 16.05.70; 50; —; **Mhatre D. P. @**; Fork - Lift Driver/Material Handler; 1,016,035; V Std. (33); 20.11.67; 56; Roadman, Stone & Webster India Corpn.; **Mhatre D. S.**; Junior Operator; 319,732; S.S.C. (31); 01.07.68; 50; Clerk, Stone & Webster India Corpn.; **Mhatre G. N. @**; Clerk - Typist; 1,057,999; IX Std. (31); 01.04.93; 50; Typist - Clerk - Personnel, P.I.L.; **Mhatre J. D. @**; Driver; 988,241; VII Std. (30); 01.04.93; 52; Driver - Transport, P.I.L.; **Mhatre J. S.**; Heavy Vehicle Driver; 307,601; VIII Std. (27); 01.01.71; 46; —; **Mhatre K. J. @**; Tradesman; 1,139,395; X Std. (34); 01.04.93; 54; Tradesman - Workshop, P.I.L.; **Mhatre K. L.**; Fork-Lift Driver/Material Handler; 302,938; II Std. (31); 15.09.71; 51; Carpenter, Helper, CAFI; **Mhatre M. B.**; Tradesman; 445,413; III Std. (34); 01.04.93; 60; Tradesman - Workshop, P.I.L.; **Mhatre M. H.**; Clean Outer; 301,416; II Std. (29); 14.08.69; 48; Helper, N. B. Mhatre & Co.; **Mhatre M. P. @**; Operator; 907,378; II Std. (30); 01.04.93; 52; Operator, P.I.L.; **Mhatre N. M.**; (Boiler) Operator Incharge; 307,061; D.M.E., 1st Class Elect. Sup. Lic., 1st class Boiler Proficiency Certificate (28); 29.06.87; 52; Boiler Proficiency Engineer, Carbide Chemicals Co.; **Mhatre N. R. @**; Material Handler; 323,219; IV Std. (22); 28.04.75; 45; —; **Mhatre R. B.**; Electrician-I; 323,648; S.S.C., P.W.D. Sup. Licence, N.C.T.V.T. (Elec.) (23); 12.12.75; 49; Electrician, Crompton Greaves Ltd.; **Mhatre S. S. @**; Tradesman; 904,327; V Std. (31); 01.04.93; 54; Operator - Granulation, P.I.L.; **Miranda J.**; Secretary; 322,509; S.S.C. (32); 17.07.67; 50; Stenographer, Radiant Rubber Inds. P. Ltd.; **Mishra N. R.**; Shift Analyst; 321,161; B.Sc. (17); 01.04.93; 40; Shift Analyst; **Mishra R. S. @**; Shift Production Officer; 1,308,039; I.Sc. (37); 01.02.67; 58; Millwright, Union Carbide India Ltd.; **Mishra S. S. @**; Watchman; 967,437; VII Std. (29); 01.04.93; 52; Watchman, P.I.L.; **Mistry F. N.**; Senior Operator; 349,173; S.S.C. (29); 26.02.73; 49; Plant Operator, Herdillia Chemicals Ltd.; **Mistry K. J.**; Deputy General Manager - Process Engg. & Technology; 477,951; B.Chem. Engg., M.S. (Chem. E.) (25); 16.11.81; 49; Incharge, Development Dept., Gharda Chemicals Pvt. Ltd.; **Mistry Y. N. @**; Purchase - Supervisor; 1,190,280; Std. X (40); 01.04.93; 58; Purchase Asst., P.I.L.; **Mitra D.**; Sales Officer; 305,056; M.Tech., Ph.D. (10); 26.07.89; 42; Research Associate, Van Organic Chemicals Ltd.; **Modgil A. B.**; Senior Vice President - Engineering; 890,708; B.E. (Mech.) (26); 01.09.71; 48; —; **Modi B. M.**; Senior Production Officer; 358,043; Upto I.Sc. (27); 01.11.70; 47; —; **Moghe S. G.**; Systems Analyst; 315,165; B.Sc., D.B.M. (15); 18.12.85; 38; Programmer, B.E.S.T. Undertaking; **Mohandas B. @**; Senior Instrumentation Engineer; 1,380,978; B.Sc. (34); 01.01.67; 53; Chargehand, Instrumentation, N. S. Insulator Ltd.; **Mohile V. A. @**; Shift Production Officer; 1,631,457; I.Sc. (34); 14.12.68; 57; Operator, Union Carbide India Ltd.; **Mone N. D.**; Personal Assistant; 300,954; B.A. (29); 03.06.71; 48; Steno Typist, Warship Project Cell; **Monis J. @**; Material Assistant; 1,006,796; S.S.C., Diploma in Mat. Management (34); 07.02.69; 54; Store Asst., Engg. Const. Corp. Ltd.; **Monteiro V. H.**; Craftsman-I (Fitter); 316,908; VIII Std. (25); 01.04.75; 45; Fitter, Industrial Construction; **More G. P. @**; Tradesman; 743,079; IX Std. (38); 01.04.93; 56; Operator - PRL, P.I.L.; **More K. G.**; Clean Outer; 226,580; IV Std. (32); 01.04.75; 58; Fitter, M. G. Shetty & Co.; **More R. G.**; Driver; 345,345; IV Std. (33); 21.01.65; 56; —; **Mukherjee S. P. @**; Sales Officer Cum W/H/KPR; 321,984; B. Com (16); 01.04.93; 39; Sales Officer, P.I.L.; **Muley S. K.**; Operator Chargehand; 333,196;