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## *In remembrance*



*Dr Parvinder Singh*

*24th January, 1943 - 3rd July, 1999*

*As we quicken our pace to reach his cherished goal of making Ranbaxy a research-based international pharmaceutical company, let us pause to pay our respects to the visionary whose memory continues to inspire us.*

*We, the members of the Ranbaxy family, rededicate ourselves to his vision.*

# RANBAXY

## LABORATORIES LIMITED

Registered Office: A-11, Industrial Area, Sahibzada Ajit Singh Nagar-160 055, Distt. Ropar (Punjab)

### NOTICE

NOTICE is hereby given that the **Thirty Ninth Annual General Meeting** of Ranbaxy Laboratories Limited will be held on **Thursday, June 29, 2000, at 11.00 A.M.** at A-9-10, Industrial Area, Sahibzada Ajit Singh Nagar, Distt. Ropar Punjab-160 055, to transact the following business :

1. To receive, consider and adopt the Profit and Loss Account for the year ended December 31, 1999, and the Balance Sheet as at that date and the Reports of the Directors and the Auditors thereon.
2. To appoint a Director in place of Mr. Surendra Daulet-Singh who retires by rotation and is eligible for re-appointment.
3. To appoint a Director in place of Mr. J. W. Balani who retires by rotation and is eligible for re-appointment.
4. To appoint a Director in place of Mr. Nimesh N. Kampani who retires by rotation and is eligible for re-appointment.
5. To appoint Auditors of the Company to hold office from the conclusion of this meeting until the conclusion of the next Annual General Meeting and to fix their remuneration. M/s Walker, Chandiook & Co, retiring Auditors are eligible for re-appointment.

### SPECIAL BUSINESS

6. To consider and if thought fit, to pass with or without modification(s) the following resolution as an **Ordinary Resolution**:  
 "RESOLVED THAT pursuant to Sections 198, 269, 309 and all other applicable provisions if any, of the Companies Act, 1956, read with Schedule XIII to the said Act, the Company hereby accords its approval for the appointment of Mr. D. S. Brar as Chief Executive Officer and Managing Director of the Company effective July 5, 1999, for a period of five years and for payment of remuneration on terms mentioned below :
  - A. Salary : not exceeding Rs. 60 lacs per annum with the authority granted to the Board of Directors (hereinafter referred to as "the Board" which term shall include a Committee of Directors) to determine the salary and grant such increases from time to time within the aforesaid limit.
  - B. Commission : not exceeding 1% of net profit in an accounting year as may be decided by the Board from time to time.
  - C. Perquisites : in addition to salary and commission, he will be entitled to perquisites, allowances, benefits, facilities and amenities (collectively called "perquisites") such as furnished residential accommodation or house rent allowance in lieu thereof, maintenance of such accommodation, gas, electricity, water, furnishings, repairs, salaries of servants etc, medical reimbursement, foreign travel, leave travel assistance, membership fees for clubs, hospitalisation and accident insurance and any other "perquisites" as per the policy/rules of the Company in force or as may be approved by the Board from time to time.  
 The value of "perquisites" shall be taken as per Income-tax Rules, wherever applicable. In the absence of any applicable Rules, perquisites shall be valued at actual cost.  
 In addition to the above, he will also be entitled to the following benefits as per policy/rules of the Company in force from time to time :  
 (i) Company maintained car(s) with driver(s); (ii) telephone(s) and fax at residence; (iii) Company's contribution to Provident Fund and Superannuation Fund; (iv) Payment of gratuity and other retiral benefits and (iv) Encashment of leave.  
 The Board may in its absolute discretion pay to him lower remuneration than the maximum remuneration stipulated hereinabove and revise it from time to time within the limits stipulated in this Resolution.
  - D. The total remuneration including perquisites shall not exceed the limits specified in Schedule XIII to the Companies Act, 1956.
  - E. Subject to superintendence, control and directions of the Board, he shall perform such duties and functions as would be commensurate with his position as the Chief Executive Officer and Managing Director of the Company and as may be delegated to him by the Board from time to time.
  - F. The Company or he shall be entitled to terminate this appointment by giving twelve months notice in writing or such shorter notice as may be mutually agreed between him and the Company.

Or

In lieu of notice, payment by the Company or by him to the Company, equivalent to twelve months last drawn "remuneration" subject to commission included in such remuneration being restricted to 50% of the commission paid in respect of the immediately preceding accounting year."

7. To consider and if thought fit, to pass with or without modification(s) the following resolution as a **Special Resolution** :  
 "RESOLVED that pursuant to Section 31 and other applicable provisions of the Companies Act, 1956, the Articles of Association of the Company be and are hereby amended to the extent and in the manner set out hereunder :-

After Article 15, a new Article 15A be inserted :

**“DEMATERIALISATION OF SECURITIES”**

Definitions	15A For the purpose of this Article :
	(1) ‘Beneficial Owner’ means a person or persons whose name(s) is recorded as such with a depository. ‘Depository’ means a company formed and registered under the Companies Act, 1956, and which has been granted a certificate of registration to act as a depository under the Securities & Exchange Board of India Act, 1992. ‘SEBI’ means the Securities & Exchange Board of India. “Security” means such security as may be specified by SEBI from time to time.
Dematerialisation of securities	(2) Notwithstanding anything contained in the Articles, the Company shall be entitled to dematerialise its securities and to offer securities in a dematerialised form pursuant to the Depositories Act, 1996.
Options to hold securities	(3)(a) Every person subscribing to securities offered by the Company shall have the option either to receive the security certificates or to hold the securities with a depository. If a person opts to hold a security with a depository, the Company shall intimate such depository the details of allotment of the security. On receipt of such information, the depository shall enter in its records the name of the allottee as the beneficial owner of the security. (b) Every person who is the beneficial owner of the securities can at any time opt out of a depository, in the manner provided by the Depositories Act. The Company shall, in the manner and within the time prescribed, issue to the beneficial owner the required certificates of securities.
Securities in depositories to be in fungible form	(4) All securities held by a depository shall be dematerialised and be in fungible form. Nothing contained in Sections 153, 153A, 153B, 187B, 187C and 372A of the Act shall apply to a depository in respect of the securities held by it on behalf of the beneficial owners.
Rights of depositories and beneficial owners	(5)(a) Notwithstanding anything to the contrary contained in the Act or the Articles, a depository shall be deemed to be the registered owner for the purposes of effecting transfer of ownership of security on behalf of the beneficial owner. (b) Save as otherwise provided in (a) above, the depository as the registered owner of the securities shall not have any voting rights or any other rights in respect of the securities held by it. (c) Every person holding securities of the Company and whose name is entered as the beneficial owner in the records of the depository shall be deemed to be a member of the Company. The beneficial owner of securities shall be entitled to all the rights and benefits and be subject to all the liabilities in respect of his securities which are held by a depository.
Service of documents	(6) Notwithstanding anything in the Act or the Articles, where securities are held in a depository, the records of the beneficial ownership may be served by such depository on the Company by means of electronic mode or by delivery of floppies or discs.
Transfer of securities	(7) Nothing contained in Section 108 of the Act or the Articles shall apply to a transfer of securities effected by a transferor and transferee both of whom are entered as beneficial owners in the records of a depository.
Allotment of securities dealt within a depository	(8) Notwithstanding anything contained in the Act or the Articles, where securities are dealt with by a depository, the Company shall intimate the details thereof to the depository immediately on allotment of such securities.
Distinctive numbers of securities held in a depository	(9) Nothing contained in the Act or the Articles regarding necessity of having distinctive numbers for securities issued by the Company shall apply to securities held with a depository.
Register and index of beneficial owners	(10) The Register and Index of beneficial owners maintained by a depository under the Depositories Act, 1996, shall be deemed to be the Register and Index of Members and Security holders for the purposes of the Articles.”

8. To consider and if thought fit, to pass with or without modification(s) the following resolution as a **Special Resolution** :

“RESOLVED that pursuant to the provisions of Section 81(1A) and other applicable provisions, if any, of the Companies Act, 1956 including any amendment thereto and the Memorandum and Articles of Association of the Company, the Securities & Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999 (hereinafter referred to as the “Guidelines”) and subject to such approvals, consents, permissions and sanctions as may be required from appropriate authorities or bodies, the Board of Directors (hereinafter referred to as “the Board” which term shall include a Committee of Directors), be and is hereby authorised to create, offer and grant in aggregate 25,00,000 (twenty five lacs) options to eligible employees and Working Directors of the Company under the Employees Stock Option Scheme (the Scheme) of the Company; each option shall be exercisable for one Equity Share of Rs. 10 each fully paid-up on payment to the Company for such shares at a price to be determined in accordance with the Scheme.”

“RESOLVED FURTHER that the Board be and is hereby authorised to issue and allot Equity Shares upon exercise of options from time to time in accordance with the Scheme.”



"RESOLVED FURTHER that the Board be and is hereby authorised to modify or amend any of the terms and conditions of the Scheme as it may deem fit from time to time in its sole and absolute discretion while conforming to the provisions of the Companies Act, 1956, the Memorandum and Articles of Association of the Company and the Guidelines."

"RESOLVED FURTHER that for the purpose of giving effect to the above Resolution, the Board be and is hereby authorised to do all such acts, deeds, matters and things and execute all such deeds, documents, instruments and writings as it may in its sole and absolute discretion deem necessary or expedient and to settle any question, difficulty or doubt that may arise in regard thereto."

9. To consider and if thought fit, to pass with or without modification(s) the following resolution as a **Special Resolution** :

"RESOLVED that pursuant to the provisions of Section 81(1A) and other applicable provisions, if any, of the Companies Act, 1956, including any amendment thereto and the Memorandum and Articles of Association of the Company, the Securities & Exchange Board of India (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999 (hereinafter referred to as the "Guidelines") and subject to such approvals, consents, permissions and sanctions as may be required from appropriate authorities or bodies, the Board of Directors (hereinafter referred to as "the Board" which term shall include a Committee of Directors), be and is hereby authorised to create, offer and grant options within the aggregate limit of 25 lacs options as referred to in Resolution at No. 8 above to eligible employees and Directors of subsidiary companies of the Company under the Employees Stock Option Scheme (the Scheme) of the Company as referred to in Resolution at No. 8 above; each option shall be exercisable for one Equity Share of Rs. 10 each fully paid-up on payment to the Company for such shares at a price to be determined in accordance with the Scheme."

"RESOLVED FURTHER that the Board be and is hereby authorised to issue and allot Equity Shares upon exercise of options from time to time in accordance with the Scheme."

"RESOLVED FURTHER that for the purpose of giving effect to the above Resolution, the Board be and is hereby authorised to do all such acts, deeds, matters and things and execute all such deeds, documents, instruments and writings as it may in its sole and absolute discretion deem necessary or expedient and to settle any question, difficulty or doubt that may arise in regard thereto."

By Order of the Board

S. K. Patawari

Company Secretary

Place : New Delhi

Dated: May 22, 2000

#### NOTES

1. **A MEMBER ENTITLED TO ATTEND AND VOTE AT THE MEETING IS ENTITLED TO APPOINT A PROXY TO ATTEND AND VOTE INSTEAD OF HIMSELF AND SUCH PROXY NEED NOT BE A MEMBER OF THE COMPANY. THE PROXIES TO BE EFFECTIVE, SHOULD BE DEPOSITED AT THE REGISTERED OFFICE OF THE COMPANY NOT LATER THAN 48 HOURS BEFORE THE COMMENCEMENT OF THE MEETING.**
2. The Explanatory Statement pursuant to Section 173 of the Companies Act, 1956, is given below and forms part of the Notice.
3. Members are requested to intimate to the Company changes, if any, in their Registered Address alongwith Pin Code Numbers.
4. As already informed, the Equity Shares of the Company have been included in the list of specified scrips where delivery of shares in dematerialised (demat) form is compulsory effective 15th February, 1999, if the same are traded on a Stock Exchange which is linked to a Depository. Shareholders may open account(s) with Depository Participant to enable trading in the shares of the Company in demat form.
5. Members can avail of the nomination facility by filing Form 2B with the Company. Blank forms will be supplied on request.
6. The documents referred to in the proposed resolutions are available for inspection at the Registered Office of the Company during working hours between 9.30 A.M. to 1.00 P.M. except on holidays.
7. Members desiring any information as regards accounts are requested to write to the Company at an early date at 25, Nehru Place, New Delhi-110019, for the attention of S. K. Patawari, Company Secretary, so as to enable the Company to keep the information ready.
8. Members/proxies should bring the attendance slips filled in for attending the meeting.
9. Members who are holding shares under more than one folio under name(s) in the same order are hereby requested to send the relative share certificates to the Company at 25, Nehru Place, New Delhi-110019, for consolidation of the entire holding in one folio. The certificates after consolidation will be returned by Registered Post.

#### EXPLANATORY STATEMENT

**Pursuant to Section 173 of the Companies Act, 1956.**

**The following are the material facts relating to Items No. 6 to 9 of the accompanying Notice :**

##### ITEM NO. 6

Mr. D. S. Brar, President and Whole-time Director of the Company, was appointed by the Board as Chief Executive Officer and Managing Director of the Company effective July 5, 1999, for a period of five years.

The remuneration and perquisites as set out in the Resolution are in accordance with the provisions of Schedule XIII to the Companies Act, 1956.

Mr. Brar is interested or concerned in the proposed Resolution. None of the other Directors are interested or concerned in the proposed Resolution.

The Notice and Explanatory Statement may be treated as an abstract of the terms of appointment and payment of remuneration to Mr. Brar as required to be circulated under Section 302 of the Companies Act, 1956.

The Board recommends the Resolution for approval of the shareholders.

##### ITEM NO. 7

With the introduction of the Depositories Act, 1996, and the

Depository System, some of the provisions of the Companies Act, 1956, relating to issue, holding, transfer, transmission of shares and other securities have been amended to facilitate implementation of the new system.

It is proposed to amend the Articles of Association of the Company suitably to incorporate therein necessary provisions relating to the depository system.

None of the Directors of the Company are interested or concerned in the proposed Resolution.

The Board recommends the Resolution for approval of the shareholders.

#### ITEMS NO. 8 and 9

In order to reward and motivate employees and to attract and retain talent, it is proposed to authorise the Board of Directors to create, offer and grant options to eligible employees and working Directors of the Company and the eligible employees and Directors of the subsidiary companies under the Employees Stock Option Scheme (hereinafter referred to as "the Scheme").

Main features are as under :

1. Total number of options/shares to be issued under the Scheme :  
Upto 25,00,000 (twenty five lacs) options in aggregate; (each option exercisable for one Equity Share of Rs. 10 each fully paid-up on payment to the Company for such shares at a price to be determined in accordance with the Scheme) will be available for granting to eligible employees and Working Directors of the Company and to the eligible employees and Directors of the subsidiary companies.
2. Identification of classes of employees entitled to participate under the Scheme of the Company :
  - (i) Permanent management employees.
  - (ii) Working Directors.
  - (iii) Permanent management employees and Directors of subsidiary companies.  
(hereinafter collectively referred to as "employees")

Exclusion

  - (i) An employee who is a promoter or belongs to the promoter group.
  - (ii) A Director who either by himself or through relative or through any body corporate directly or indirectly holds more than 10% of the outstanding Equity Shares of the Company.
3. Requirement of vesting and period of vesting and maximum period within which the options shall be vested:  
The vesting period shall commence on the expiry of one year from the date of grant of options and the entitlement of an employee will be in the following graduated scale :

<u>Period of service from the date of grant of options</u>	<u>Percentages of options that shall vest</u>
End of 12 months	20%
End of 24 months	20%
End of 36 months	20%
End of 48 months	20%
End of 60 months	20%

Special provisions have been made for vesting of options in case of retirement, death and total permanent disability of an employee.

4. Exercise Price/Pricing Formulae :  
Exercise price will be the average of the daily closing prices of the equity shares at the National Stock Exchange for a period of twenty six weeks preceding to the date(s) of grant of options.
5. Exercise period and process of exercise :  
The options granted shall be exercisable till expiry of ten years from the date of their grant and shall lapse upon such expiry.  
Provided that in case an employee resigns from the services of the Company for any reason, the exercise period for all accumulated options shall expire at the end of 90 days from the date of cessation of employment.  
Against each vested option an employee would be entitled to exercise for one Equity Share of Rs. 10 each fully paid-up on payment to the Company for such shares at a price to be determined in accordance with the Scheme.
6. Appraisal Process for determination of the eligibility of employees :  
The options will be distributed essentially on the basis of performance and managerial grade.
7. Maximum number of options to be issued per employee and in aggregate :  
The number of options that would be granted to employees under the Scheme would be determined by the Board from time to time within the aggregate limit of 25 lacs options; number of options to an employee will not exceed 25,000 options in a year.
8. Disclosure and Accounting policies :  
The Company shall comply with the disclosure and accounting policies prescribed by the SEBI and any other applicable regulations.
9. Bonus & Rights Issues :  
A fair and reasonable adjustment may be made to the number of options and/or to the exercise price in case of rights/bonus issues between the date(s) of grant of options and exercise of options.  
Approval of the shareholders is sought in terms of Section 81(1A) of the Companies Act, 1956, and also in terms of SEBI (Employee Stock Option Scheme and Employee Stock Purchase Scheme) Guidelines, 1999, for issue of Equity Shares of the Company to the employees under the scheme.  
The working Directors of the Company may be deemed to be interested or concerned in the Resolution to the extent that options/Equity Shares could be granted/issued to them under the Scheme.  
None of the other Directors are interested or concerned in the proposed Resolution.  
The Board recommends the Resolution for approval of the shareholders.

By Order of the Board

Place : New Delhi  
Dated : May 22, 2000

S. K. Patawari  
Company Secretary

Ranbaxy Annual Report 1999

Sl. No.	NAME	DESIGNATION (Nature of Duties)	Age (Years)	Gross Remuneration (Rs.)	Qualifications	Experience (Years)	Date of Appointment	Last Employment / Designation Held	Last Employment Since
31	KUNDU, PARIMAL	Assistant	50	452,867	B. COM.	18	01/06/81	Everest Plywood Industry / Accounts Assistant	1976
32	MAHNA, SANJEEV	Head-Regional Finance	36	532,095	B.COM, C.A., C.S.	13	15/05/89	S.Surana & Co., C.A. / Chartered Accountant	1986
33	MALIK, ARUN KUMAR	Director-CCQM	46	952,099	B.E., PGDBA	25	29/09/93	Modi Olivetti Ltd / Dy.General Manager (Q)	1992
34	MARTHAK, KIRAN (Dr.)	Vice President-Clinical Research & Medical Affairs	50	1,118,384	M.B.B.S., TDD, MD, DBM	21	02/08/99	Central Laboratory - Bio-Analytical Research Corp., Belgium / Consultant and Rep.in India	1997
35	MEHTA, ALOK	Assistant Personnel Manager	29	285,255	B.A., M.A. (PM&IR)	6	07/06/93	None	-
36	MENDIRATTA, S.K.	Production Manager	45	572,822	B. PHARM	23	01/12/94	Unimax Pharmaceuticals / Production Manager	1986
37	MITTER, SALIL KUMAR	D.M.	51	459,354	B.SC.	24	05/06/75	None	-
38	MOHAN, S.	Senior Manager-Management Development	44	356,686	BGL, MA(SW)	18	25/06/90	Foundation for Organisational Research and Education / Assistant Professor	1988
39	MUKHERJEE, ASHISH (Dr.)	Senior Research Scientist	35	524,842	M.TECH., Ph.D.	7	07/08/95	The Rockefeller University / Research Associate	1992
40	MUKHOPADHYAY, ABHIJIT	Director-Legal & Secretarial	46	903,928	B.COM. (H), LL.B., FCS, MIMA	21	29/06/99	Maruti Udyog Ltd. / Company Secretary and Chief Legal Officer	1997
41	NAIR, SHEELA C. (Dr.)	Research Scientist	35	165,974	M.SC., Ph.D.	5	01/09/94	None	-
42	NANDA, MANPREET KAUR	Research Scientist	30	146,025	M.SC.(CHEM.)	6	11/01/93	None	-
43	NORONHA, ALLWYN	Manager-Secretarial Services	36	1,046,146	B.COM. (H), LL.B., FCS, ACIS-London	15	04/01/96	Eicher Goodearth Ltd. / Manager-Legal & Secretarial & Comp.Secy.	1993
44	PARAMESHWARAN, N.K.	Distribution Supervisor	45	509,503	None	23	01/07/76	None	-
45	PAREEK, ANIL KR. H. (Dr.)	Medical Advisor-Pharma Marketing	43	150,838	M.B.B.S., MD	19	15/12/95	J.K.Pharma / Manager-Medical Services	1993
46	PRABHU, B.G.	Finance Manager-Croslands Division	34	240,672	B.COM., A.C.A.	15	23/08/99	Lupin Chemicals Ltd. / Senior Manager-Commercial	1996
47	PRZEMYSŁAW, CHROMIEC*	Marketing Manager	32	265,224	Academy of Medicines - Warsaw	6	13/09/99	Polfa Tarchomin-Warsaw / Marketing Manager	1994
48	PUNJABI, M.K.	Assistant Project Manager	34	106,619	B.E.(CIVIL)	11	22/04/91	Jay Kay Tech. Ltd., Delhi / Group Member	1989
49	PUROHIT, A.K. (Dr.)	General Manager-Chemical Manufacturing	43	898,845	M.SC., Ph.D.	14	22/01/96	Ipc Laboratories Ltd. / GM-Works	1993
50	RAJAGOPALAN, R.	Controller-Distribution	58	1,905,669	B.A.(COM.)	38	01/04/78	Klick Nixon Ltd. / Office Superintendent	1965
51	RANGAIAH, K.V.	Senior Research Scientist	33	397,738	M. PHARM	7	27/09/93	Cadila Ltd. / Senior Research Chemist	1992
52	RENATA, NOWACKA *	Country Manager	37	556,162	Academy of Economics - Warsaw	13	01/04/97	Glaxo Wellcome-Poland / Admin. Director	1988
53	SATPATI, BHABATOSH	Assistant	44	380,074	M.A.	15	18/06/84	None	-
54	SEHGAL, P.S.	Finance Manager	35	448,177	B.COM., FCA, MCS (DIT)	5	12/04/96	Punjab Recorders Ltd. / Controller of Finance & Systems	1994
55	SEN, HIMADARI	Associate Vice President-Pharma Research	51	2,828,165	B. PHARM, M.SC. (PHARM)	27	20/07/90	International Development Labs., U.K. / Project Manager	1986
56	SETHI, G.R.	General Manager-Latin America	44	933,195	B.SC.	25	09/06/92	Alidex Genetics & Pharmaceuticals / Group Product Manager	1988
57	SETHI, OMESH K.	Divisional Finance Manager	39	470,963	B.COM.(H),C.A.	15	01/12/89	Indo Asian Fusegear (P) Ltd. / Dy.Manager-Finance	1988
58	SHARMA, B.B.	Area Sales Manager	47	481,482	B.SC.	23	01/06/77	None	-
59	SHARMA, RAJESH *	Commercial Exec.	29	466,249	Doctor	3	23/06/97	NATCO Pharma Ltd. / Manager	1997
60	SHARMA, R.K.	Area Sales Manager	30	97,034	B.SC.	11	21/10/88	None	-
61	SINGAL, LALIT KUMAR *	Finance Manager	32	294,206	B.COM. FCA, ACS	8	01/11/99	Nicholas Piramal India Ltd./ Asst.GM Finance	1996
62	SINGH, PARVINDER (Dr.)	Chairman & Managing Director	57	17,162,188	M.S.(U.S.A.), Ph.D., (PHARMA-U.S.A.)	32	11/12/67	None	-
63	SINGH, RAM	Peon cum Packer	39	339,750	SCHOOL FINAL	13	01/04/86	Great International Trading Corporation/Peon	1980
64	SINGH, SUDHIR KUMAR (Dr.)	Senior Research Scientist	36	425,448	M.SC, Ph.D.	9	23/01/95	University of Alabama at Birmingham / Research	1994
65	SINGLA, B.K.	Assistant Manager-Validation	31	252,464	M.E.(C.E.), M.S.(C.E.)	4	20/09/95	None	-
66	SMETACEK, RANJANA	Senior Manager-Corporate Communication	42	687,471	M.A.	11	11/10/96	Mudra PR / Principal Consultant Pub. Relations	1993
67	SOMANI, J.K.	Research Scientist	30	388,093	B. PHARM	7	21/12/92	None	-
68	SONI, R.K.	Country Manager (Central America/Caribbean Islands)	32	425,292	B. PHARM, PGDBM	9	01/06/90	None	-
69	SONI, VIJAYPRAKASH (Dr.)	Senior Research Scientist	36	535,788	M.SC., Ph.D.	13	17/03/94	Avik Pharmaceuticals Ltd. / Sr.R&D Executive	1993
70	SOOD, M.K.	Area Sales Manager	43	266,448	B.SC.	23	01/04/91	Sarabhai Chemicals / P.S.R.	1976
71	SRIVASTAVA, ALOK	General Manager - Fine Chemicals	44	1,231,074	B.COM. (H), PGDBM	27	15/04/77	American Express International Banking Corp. / Summer Trainee	1976
72	SUKHTANKAR, S.M.	Regional Administration Manager	59	490,195	B.SC., DM&EE	36	13/12/79	Pressure Cooker & Appliances Ltd. / Deputy Distribution Manager	1976
73	SUNDARARAJAN, R.	Regional Finance Controller-Asia Pacific & Latin America	43	671,968	M.COM, AICWA	22	01/05/90	Gujarat Steel Tubes Ltd. / Deputy Manager-Budget & MIS	1988
74	SVETLANA, CHIRKOVA *	Pers. & Admin.Exec.	28	643,667	Engineer	6	25/03/96	Continent Holding / PA to G.Director	1995
75	TAMASKAR, S.M.	Senior Manager-Manufacturing Services	50	158,999	B.E. (Chem.Engg.)	27	27/11/83	Maharashtra Antibiotics & Pharma Ltd. / Deputy Manager (Production)	1981
76	THAKRAL, NITIN	Assistant Manager-Systems	28	180,174	B.E.PGDGSA	5	09/02/95	Ranbaxy Labs Ltd. / Retainer Lan Admn.	1994
77	THOMBARE, C.H. (Dr.)	Assistant Director-Analytical Research-Pharma	44	584,423	B.SC., Ph.D.	21	28/07/93	The Associated Cement Companies Ltd. / Supdt. Officer Res.	1981
78	VENKATRAMANI, S.H.	Director-Corporate Affairs	43	767,609	M.A.	19	18/11/98	ICI India Ltd. / Dy.Manager (Accounts)	1988
79	VERMA, SANJAY	Divisional Finance Manager	43	838,159	B.COM.(H), C.A.	18	15/12/89	Varma Trafag Instruments Pvt.Ltd. / Manager (Finance & Accounts)	1987
80	VIJAYARAGHAVAN, S.	Director-Stancare	51	433,104	M.SC., DBM	27	01/10/99	Sun Pharmaceuticals Industries Ltd. / Vice President-Marketing	1997
81	WARSI, AMK	Distribution Supervisor	45	698,878	GRADUATE	25	21/04/81	S.K.C. Sugar Ltd.	1975

\* Employees working overseas (salaries paid converted into Indian Rupees).

- Notes : 1. None of the above employees is a relative of any Director of the Company.  
 2. Gross Remuneration includes Salary, Commission, Medical Reimbursement, Contribution to Superannuation Fund, Allowances, Leave Salary and Taxable value of perquisites in respect of residential accommodation but excludes contribution to Gratuity Fund. The employees are also entitled to contribution made by the Company towards Provident Fund as per the PF Rules.



SL. No.	NAME	DESIGNATION (Nature of Duties)	Age (Years)	Gross Remuneration (Rs.)	Qualifications	Experience (Years)	Date of Appointment	Last Employment / Designation Held	Last Employment Since
96	KOHLI, ARUN	Head-Insurance (Corporate)	43	1,074,584	B.A.(H)	23	09/04/96	Jaiprakash Industries Ltd. / Assistant General Manager	1986
97	KOHLI, RANJIT	Controller-Business Finance	44	1,532,973	B.COM., C.A.	19	12/12/94	Telephone Cables Ltd. / General Manager-Corp.Finance	1987
98	KOHLI, S.K.	Purchase Manager	35	680,899	M.SC., M.B.A.	13	07/12/92	South Eastern Coalfields Ltd. / Senior Purchase Officer	1987
99	KOLTE, H.K.	Production Manager-SGG (Paonta)	45	629,097	B.PHARM	21	08/11/83	Alpa Laboratories / Senior Manufacturing Chemist	1977
100	KOMANDUR, SRINIVASAN*	National Sales Manager	31	1,130,599	Engineer	7	05/09/94	Int.Trading Concepts / Comm.Manager	1994
101	KOTWANEY, H.N.	Senior Manager-Warehouse	47	809,311	M.PHARM, MAM	20	14/08/89	Medley Pharmaceuticals Pvt.Ltd. / Technical Co-ordination Manager Tech. Services	1986
102	KUMAR, AJAY	Deputy General Manager-Pharma Manufacturing	45	1,037,725	B.SC., M.PHARMA	22	09/05/96	Ipca Laboratories Ltd. / Dy. General Manager (Formulation)	1994
103	KUMAR, ARUN	Assistant Director-Regulatory Affairs (Dosage Forms)	44	777,466	M.PHARM	20	17/01/94	Deepharma Ltd. / Manager-R & D	1992
104	KUMAR, MAHESH	Manager-Drug Regulatory Affairs (RRL)	43	742,205	B.SC., M.PHARM	19	03/11/95	Nicholas Piramal India Ltd. / QA & GMP Manager	1993
105	KUMAR, NARESH (Dr.)	Associate Vice President-Chemical Research	47	2,645,874	M.SC., Ph.D.	22	20/04/79	Sarabhai Research Centre / Senior-Chemist Research	1977
106	KUMAR, PARVEEN (Dr.)	Associate Director-Fermentation	49	1,156,791	M.SC., Ph.D.	27	04/13/98	Max-GB Ltd. / Head & Dy.General Manager-R&D	1993
107	KUMAR, RAJESH *	Marketing Manager	29	2,013,702	B.TECH.(CE), PGDBM-Marketing & Operation	4	06/06/95	None	-
108	KUMAR, VASANT	Director-Strategic Planning & CIO	40	3,497,512	B.SC., M.A., C.A., M.B.A.	14	05/04/95	World Bank / Financial Analyst	1991
109	KUMAR, VIJAY	Area Director-Middle East & West Asia (API Business)	46	1,325,236	B.COM.(H), CEM	25	01/07/85	Industrial Cables (India) Ltd. / Export Officer	1983
110	KUMAR, YATENDRA (Dr.)	Director-Chemical Research	44	2,266,878	M.SC., Ph.D.	18	29/04/88	University of Michigan Ltd. / Post-Doctoral Fellow	1986
111	LAL, KRISHAN	Senior Research Scientist	41	770,658	B.SC.(TECH.), AIC, Ph.D.	4	19/06/95	None	-
112	MADAN, SHALEEN	Head-Human Resources, India & Middle East	38	1,053,768	B.COM., MPM&IR	16	02/12/85	Ballarpur Industries Ltd. / Personnel Executive	1982
113	MAGAZINE, T.K.	Controller-Materials	56	1,146,727	B.COM., TRG.IN MM	32	09/09/95	Prakash Industries Ltd. / Vice President-Commercial	1993
114	MAKODAY, S.P.	Manager-Public Relation	55	665,314	M.A., LL.B. (HONS)	26	12/01/86	Steel Tubes of India Ltd. / Administrative Officer	1977
115	MALIK, RAJIV	Associate Director-Drug Regulatory Affairs	39	1,539,881	M. PHARM	16	28/05/91	Concept Pharmaceuticals Ltd. / Dy.Manager-R&D	1989
116	MANCHANDA, A.C.	Dy.General Manager-Manufacturing (Fermentation)	46	1,119,603	M. TECH., DIF	20	07/05/96	Lupin Chemicals Ltd. / Senior Manager-Production	1992
117	MANOCHA, AJIT	Assistant Manager-Systems	30	708,002	B.SC., MCA	7	10/08/93	Punjab Tractors Ltd. (Swaraj) / Management Trainee	1992
118	MARATHE, M.R. (Dr.)	Assistant Director-Toxicology	57	1,056,329	MVSC	34	23/01/95	IDPL Research Centre / Head-Toxicology (Drug Research)	1981
119	MATHEW, GEORGE	Training Manager	51	713,356	M.SC., D.E.M.	26	05/11/73	Universal Products / Sales Representative	1972
120	MATHUR, AJAY B.	Controller-Business Solutions	44	1,289,117	M.TECH.	22	27/05/96	Godrej Soaps Ltd. / General Manager-Info.Systems	1995
121	MATHUR, ARUN	Director-Chemical Manufacturing	51	1,887,640	B.TECH.	30	27/05/95	Lupin Laboratories Ltd. / GM-Works	1992
122	MAURYA, R.K.	Senior Research Microbiologist	35	650,421	M.SC, Ph.D.	11	27/10/93	Hoechst India Ltd. / Sr.Research Assistant	1988
123	MEHANDROO, SANDEEP	Accounts Manager	38	709,358	B.COM. (H), C.A.	14	07/08/95	Capham Milk Specialities Ltd. / DGM-(F)	1994
124	MEHTA, ANITA (Dr.)	Assistant Director-Medicinal Chemistry	42	878,360	M.SC, Ph.D.	14	22/12/93	CNRS, ICN, France / Research Associate	1991
125	MEHTA, M.G.	Materials Manager	46	802,827	M.A., PGDMM	25	31/05/78	Ranbaxy Labs Ltd. / PA/GMC	1978
126	MENON, H.R.	Quality Assurance Manager	47	803,141	B.SC., CMLT	26	31/05/91	Eorank Pharmaceuticals / Chief Chemist Q.C. Micro	1990
127	MIKHAIL, AKOPOV *	Senior Territory Manager	41	754,736	Doctor	19	17/10/94	Military Unit / Doctor	1979
128	MISHRA, SHIVA KANT (Dr.)	Assistant Director-Clinical Research	43	1,009,810	M.SC., Ph.D.	16	16/06/94	Panacea Biotech Ltd. / General Manager	1993
129	MISRA, S.K.	Regional Administration Manager	53	699,133	B. COM.	33	03/01/77	Crown Timber & Foods Pvt.Ltd. / Accountant cum Manager	1973
130	MITTRA, ASHOK	General Manager-API Marketing	49	1,656,319	M.SC.(H), DMS	24	20/05/96	Minarini Raunaq Pharma Ltd. / Vice President (Business Mgr. Responsibilities)	1993
131	MOHAN, M.S.	Product Development Manager (Dosage Forms)	36	782,006	M. PHARM	11	24/01/93	Astra - IDL Ltd. / Assistant Manager	1988
132	MONIF, TAUSIF	Senior Research Scientist	36	864,532	M. PHARM, Ph.D.	10	30/04/93	C.D.R.I. / Drugs Delivery	1993
133	MURALIDHARAN, C.S.	Head-Regional Finance	37	813,782	M. COM., ICWA, C.S. (INTER)	16	08/02/96	Indian Oil Corporation Ltd. / Dy. Manager- Finance	1986
134	NATARAJAN, M.	Regional Administration Manager	43	639,235	B. COM.	22	16/01/86	Zuari Agro Chemicals Ltd. / Accounts Asstt & Supply and Dist. Supervisor	1976
135	NAYYAR, ARUN DEV	Country Manager, Brazil & Argentina	40	1,836,616	B.SC.	19	25/05/94	Win Medicare Ltd. / Deputy Sales Manager	1984
136	PADMANABHAN, A.S.	Controller-Human Resources (Croslands Divn.)	48	1,105,889	B.SC., MASW	2	01/04/98	Fortis Healthcare Ltd. / General Manager-HR	1997
137	PALIWAL, J.K. (Dr.)	Assistant Director-Clinical Pharmacokinetics	45	753,327	M. PHARM, Ph.D.	17	14/07/98	Central Drug Research Institute / Assistant Director-Research	1983
138	PANT, ABHA	Co-ordinator : Technology Management	35	655,679	M. PHARM.	12	05/07/93	Cipla Ltd. / R&D Officer	1991
139	PARASHAR, R.K.	Manager-Logistics & Planning	38	684,834	B.SC., M.B.A.	15	04/02/88	Metro Tyres Ltd. / Assistant Manager-Export	1987
140	PAREKH, RAMESH	Controller, Paonta Complex	49	1,210,486	B. PHARM	30	19/11/75	Thrifty Stores / Pharmacist	1969
141	PATAWARI, S.K.	Company Secretary	44	1,630,328	M. COM., LL.B., A.C.S.	22	27/12/84	The Institute of Company Secretaries of India / Assistant Director-Research	1981
142	PAUL, ABHIK	Assistant Manager-Project Diamond	29	740,521	B.E.(MECH.), PGCM	6	03/06/96	SAIL (R.S.P.) / Management Trainee	1993



Sl. No.	NAME	DESIGNATION (Nature of Duties)	Age (Years)	Gross Remune- ration (Rs.)	Qualifications	Experi- ence (Years)	Date of Appoint- ment	Last Employment / Designation Held	Last Employment Since
143	POPLI, VIREN *	Country Manager	31	2,614,524	Bachelor of Mech. Engg., M.B.A.	6	06/06/94	None	-
144	PORWAL, G.S. (Dr.)	Head Pharma	48	1,552,709	Ph.D. (Neuropath DBM)	26	02/01/97	Sunstince Pharma / Managing Director	1980
145	PRASAD, MOHAN (Dr.)	Assistant Director- Chemical Research	43	771,991	M.Sc., Ph.D.	15	30/03/98	Lupin Laboratories Ltd. / Senior Manager (R&D)	1986
146	PURI, SUDERSHAN	Manager-Sales Planning	57	663,192	M.Sc.	35	28/08/87	German Remedies / Branch Manager	1984
147	PUROHIT, A.K. (Dr.)	Medical Director-Global Marketing	47	1,852,202	M.B.B.S., MD	19	31/12/90	Cadila Laboratories / Medical Advisor	1983
148	RAINA, S.M.	Senior Manager-Global Marketing	40	718,989	M. PHARM	16	20/11/92	Win-Medicare Ltd. / Marketing Service Manager	1985
149	RAIZADA, B.K.	Senior Vice President	56	3,780,265	B.COM., C.A.	31	23/04/73	Warner-Hindustan Ltd. / Manager-Audit & Systems	1968
150	RAMAN, S.	Manager Process Development	34	728,017	M. TECH.	11	12/10/92	Armour Chemicals Ltd. / Technical Executive	1988
151	RAMESH, R.	Commercial Manager	35	684,524	B.COM., DIP INT TR	15	16/01/89	N.T.P.C. Ltd. / Steno-Typist	1986
152	RAMPAL, ASHOK KUMAR	Director-NDDS	47	1,525,683	M. PHARM	21	03/06/97	Ranbaxy Lilly Co. / Director - Pharma Research	1996
153	RANGARAJAN, S.	Dy. General Manager- Divl. Qty. Assurance	50	1,303,402	M.Sc.	27	03/09/93	United Breweries Ltd. / Manager-Quality Assurance	1990
154	RATTAN, ASHOK (Dr.)	Director-Microbiology	47	1,161,653	M.B.B.S., MD	21	29/06/98	AIIMS / Adtl. Professor	1987
155	RAY, ABHIJIT (Dr.)	Group Leader	40	826,839	M.PHARM, M.Sc., Ph.D.	16	31/07/95	University of Ottawa / Post-Doctorate	1992
156	RITA, P.	Senior Research Scientist	35	616,499	M.Sc., M.TECH	9	08/01/90	None	-
157	ROY, DILIP	Deputy General Manager-HRM	40	1,743,152	B.A.(H), PGDPM&IR	17	20/11/91	Indian Aluminium Company Ltd. / Personnel Superintendent	1982
158	ROY, S.B.	Assistant Director-PDL	45	971,511	M. PHARM, M.B.A.	21	29/04/85	Astra I.D.L. Ltd. / Executive (Formulation Development)	1983
159	SAHA, NILANJAN (Dr.)	Clinical Pharmacologist	37	782,241	M.B.B.S., MD, DM	9	01/06/94	MGM's MC / Research & Teaching	1993
160	SAHNEY, SANDEEP	General Manager-Pharma Marketing	36	1,663,884	B.A.(H), M.B.A.	13	02/06/86	None	-
161	SAHNI, NIPUN	Manager-Corporate Finance	29	709,519	B.COM. (H), M.COM., MFC	5	06/06/94	None	-
162	SAIGAL, MUNISH	Controller-Forex Operations	45	1,588,192	M.Sc.(H)	20	29/09/95	Brisk Foreign Exchange Company / Vice President	1993
163	SAINI, DEVENDRA*	Finance Manager	33	1,744,940	B.COM.	14	03/08/92	VTL India Ltd. / Sr. Accountant	1990
164	SALMAN, MOHD. (Dr.)	Associate Director- Medicinal Chemistry (NDDR)	43	1,162,641	M.S., Ph.D.	23	23/05/96	University of Texas Health Science Center / Assistant Professor	1994
165	SANDHU, TANDEEP	Manager-Project Diamond	30	831,929	B.E.(CHEM.)	9	16/08/90	None	-
166	SAREEN, Y.K.	Finance Manager	35	713,180	B.COM., C.A.	17	27/09/88	Aradhana Papers (P) Ltd/ Chief General Manager	1997
167	SASIDHARAN, T.V.	Senior Commercial Manager	47	1,241,019	B.A., D.B.M.	29	11/03/86	Pallgrover Woolens Ltd./ Commercial & Admn. Executive	1982
168	SERGEY, LECKY*	Territory Manager	30	609,568	Doctor	9	18/12/95	Hospital in Ekaterinb / Doctor	1994
169	SERGEY, MANKEEV*	Territory Manager	40	807,110	Doctor	15	19/09/94	Medical Centre / Doctor	1993
170	SETHI, SANJEEV KUMAR	Manager-Drug Regulatory Affairs	32	663,167	M. PHARM	10	17/07/89	None	-
171	SETHI, SUNIL	Deputy General Manager- Engineering & Facilities	53	1,020,035	B.TECH. (MECH.)	30	15/06/90	Hindustan Lever Ltd./ Engineering Project Manager	1986
172	SETHI, VIJAY	Manager-Business Solutions	33	1,011,197	B.TECH., PGDIE, PGDMM	10	31/07/96	Tata Consultancy Services / Assistant Consultant	1989
173	SHAH, B. RAJ	Regional Manager (West)	40	626,886	M.Sc.	15	01/05/87	Pharmaceutical Company of India/ Medical Representative	1984
174	SHARMA, ASHOK	Sales Controller	55	1,041,421	B.SC.	33	10/04/93	Glaxo Laboratories Ltd. / Sales Territory Manager	1967
175	SHARMA, MUKESH KUMAR (Dr.)	Research Scientist	33	612,647	M.Sc., Ph.D.	6	26/04/93	Sri Venkateswara College, New Delhi/ Lecturer (Temp.)	1992
176	SHARMA, NEERAJ	Group Brand Manager	27	622,556	B.E., PGDBM	4	05/06/95	None	-
177	SHARMA, RAJEEV	Accounts Manager-R&D	34	698,200	ICWA	9	01/05/92	Controls & Switchgear Co.Ltd/ Cost Accountant	1990
178	SHARMA, SANJEEV (Dr.)	Manager-Validation	34	665,774	M.Sc., Ph.D.	10	19/07/91	Finorg Chemicals Ltd. / Senior Scientist	1989
179	SHARMA, SANJEEV KUMAR	Manager-Projects	31	602,455	B.E. (CHEM.)	10	17/12/90	Technofabs Engineering Ltd. / Engineer Project Planning & Coordinating	1989
180	SHARMA, S.K.	Chief Security Officer	57	879,509	INTER	36	03/10/88	DCM Toyota Ltd. / Manager-Security	1983
181	SHARMA, TAJINDER	Purchase Manager	42	653,088	B.COM., D.M.M.	20	01/10/84	Zenith Paper, Chandigarh / Assistant Purchase Officer	1983
182	SHARMA, VIJAY SHANKAR	Manager-Business Finance	33	656,293	B.COM. (H), C.A.	10	26/05/95	ICI India Ltd / Accounts Manager	1994
183	SHROTRIYA, P.C. (Dr.)	General Manager- Pharma Manufacturing	55	1,314,482	M. PHARM, Ph.D.	25	16/06/97	M.J. Pharmaceuticals Ltd. / President & Whole Time Director (on Board)	1990
184	SIDDIQI, HAROON AHMED	Manager-Maintenance	31	673,001	B.SC.(Engg.)	8	01/12/97	Gulf Union Beverages / Plant Manager	1997
185	SINGHAJ, S.C.	Senior Production Manager	44	1,002,048	M. PHARM	21	07/11/84	Warner-Hindustan Ltd./Production Officer	1978
186	SINGH, DINESH	Assistant Manager- Project Diamond	30	760,543	B.E. (CIVIL), PGDM	8	03/06/96	Engineers India Ltd. / Engineer Projects Division	1992
187	SINGH, HARJINDER	Manager-Compliance	42	678,196	B.SC. (CHEM. ENGG.)	19	14/01/91	Jagson Pharma (PB) Ltd./Factory Manager	1985
188	SINGH, HARSHARAN	Manager-Taxation	38	860,087	B.COM., C.A.	16	13/11/85	Sethi & Mehra / Article Clerk	1982
189	SINGH, JAIDEEP RAI*	Area Manager	30	717,490	B.COM. (Hons), M.B.A.	5	06/06/94	None	-
190	SINGH, MALVINDER MOHAN	Senior Manager- Market Development	27	974,446	B.A., GCIBEC, M.B.A.	6	25/05/98	Merrill Lynch, Singapore / Summer Associate Corp. Finance	1997
191	SINGH, MANINDER	Senior Manager-Finance	36	1,501,492	B.COM.(H), C.A.	11	17/10/88	Harji Engineering Works (P) Ltd. / Finance Manager	1988
192	SINGH, PRATAP PUNDIR *	National Sales Manager	30	1,044,986	Doctor	3	23/06/97	NATCO Pharma Ltd. / Manager	1997
193	SINGH, RAJAN BIR	Senior Manager-Systems	39	956,560	B.SC. (ENG.), PGDCA	16	17/01/94	Wipro infotech Ltd./Area Support Manager	1990
194	SINGH, SURINDER (Lt.Col.)	Senior Manager-Administration & Support Services	57	932,087	B.A., DIP PM&IR, M.Sc.(DEF STU.)	38	01/03/86	Army / Joint Director-Youth Devp.	1982
195	SINGH, SURJEET	Senior Manager-Supply Chain	32	1,088,721	B.COM., ICWA	11	28/05/92	Kirlaskar Brother Ltd. / Dy. Manager	1988
196	SINGLA, P.N.	Plant Accounts Manager- Paonta Sahib	42	750,198	B.COM., FICWA	21	25/07/78	None	-
197	SINHA, K.D. (Dr.)	Plant Manager	44	874,833	M.TECH., Ph.D. (TECH.)	21	02/11/88	Johnson & Johnson / Technical Executive	1994
198	SINHA, SANJAY KUMAR	Production Manager	41	707,517	B.SC., M. PHARM	13	15/05/85	Cyper Pharma / Assistant Manufacturing Chemist	1994

SL. No.	NAME	DESIGNATION (Nature of Duties)	Age (Years)	Gross Remuneration (Rs.)	Qualifications	Experience (Years)	Date of Appointment	Last Employment / Designation Held	Last Employment Since
199	SINH, RAJENDRA	Director-Human Resources	47	2,541,065	MA., PGDPM	25	02/04/80	J.K.Synthetics Ltd./ Establishment Officer	1974
200	SODHI, RAJEEV	Personnel Manager	43	641,513	B.SC.,LL.B., PGDPM&LW	17	01/05/91	Hero Honda Motors Ltd./Assistant Manager	1985
201	SOOD, LALIT	Manager-Engineering & Planning	31	690,434	B.E.(CHEM.)	9	16/08/90	None	-
202	SRIDHAR, A.	Manager-Market Research	36	803,902	B.TECH., M.B.A.	12	07/03/96	M.B.L. Research & Consultancy Group / Group Project Manager	1993
203	SRINIVAS, KRISHNAN	Director-Business Planning & Operations	46	2,216,737	M.COM., M.B.A.	21	15/10/85	Hindustan Ciba Geigy Ltd. / Purchase Executive	1983
204	SURI, S.K.	Sales Manager-Rural*Marketing	43	774,115	B.SC.	22	03/10/77	None	-
205	SVETLANA, KIRILINA*	Financial Supervisor	26	670,370	Economist, Lawyer	7	26/02/97	New Market / Chief Accountant	1994
206	SWAMINATHAN, RAVI KUMAR *	Country Manager	30	2,415,955	Pharmacist	8	23/06/97	NATCO Pharma Ltd / Manager	1991
207	TADEPALU, SUNIL KUMAR (Dr.)	Sales Manager-Dade Business	39	785,520	M.B.B.S., MD	10	03/11/97	Specialty Ranbaxy Ltd. / Business Devp. & Customer Support Manager	1995
208	TEWARI, NEERA (Dr.)	Senior Research Scientist	37	723,927	M.SC., Ph.D.	9	03/12/90	None	-
209	THAPER, R.K.	Senior Research Scientist	39	763,336	M.SC, Ph.D.	14	28/12/92	RRL (CSIR) / Scientist Fellow	1992
210	THOMAS, J.P.	Regional Manager (South)	49	614,698	M.SC.	26	05/11/73	None	-
211	TOMAR, N.S.	Materials Manager	53	639,374	M.SC.	24	14/05/92	Universal Capsules Ltd. / Material Manager	1984
212	TULJAPURKAR, RAMACHANDRA R.	Senior Manager-Quality Assurance	42	937,209	M.SC.	20	01/08/95	Lupin Laboratories Ltd. / Senior Manager-QA	1990
213	TYAGI, OM DUTT (Dr.)	Group Leader	41	624,592	M.SC., Ph.D.	5	30/05/94	None	-
214	VALERY, ARUTYUNOV *	Area Sales Manager	35	809,174	Doctor	17	02/07/96	Medical Institute / Medical Assist.	1988
215	VASHISHT, A.K.	Assistant Manager-Finance	32	658,762	B.COM. (H), C.A.	11	01/12/94	V.K.Dhingra & Co. CAs / C.A.	1993
216	VASUDEVAN, B.	Deputy General Manager-Chemical Manufacturing	46	1,013,530	M.TECH.(CE)	22	25/11/91	Armour Chemicals / Manufacturing Manager	1990
217	VASUDEVA, TAVINDER *	Area Manager - C.A.R.	41	1,623,929	B. Pharmacy	22	01/08/93	Ranbaxy Nigeria Ltd. /Marketing Manager	1995
218	VENKATACHALAM, K.	Business Manager	34	637,290	M.PHARM, MMS	12	07/06/93	Hindustan Services / Marketing Executive	1990
219	VIJAYARAHAVAN, B. (Dr.)	Group Leader	36	897,414	M.SC., Ph.D.	9	27/08/90	None	-
220	VIRMANI, SANJAY	Assistant Manager-Project Diamond	25	746,441	B.SC.(IG), PGDM	3	02/06/97	None	-
221	YURI, KLIMANOV *	Marketing Manager	41	1,096,027	Doctor	19	16/02/98	Johnson & Johnson / Manager	1995
<b>B. EMPLOYED FOR PART OF THE YEAR</b>									
1	AGARWAL, YOGISH *	Sales Manager	29	1,094,673	B. Chemistry	9	20/05/99	Sun Pharmaceuticals / Country Manager, Ukraine	1991
2	BAKSHI, S.K. (Dr.)	Regional Medical Advisor	46	175,004	M.B.B.S., MD	20	24/06/94	Seth G.S. Medical College, KEM Hospital, Mumbai / Lecturer	1990
3	BARMAN, ATUL	Area Director (Formulations)-Middle East	36	549,995	B.COM.	18	01/02/99	Galderma / Manager (Impex)	1996
4	BHATIA, ASHOK KUMAR	Distribution Supervisor	44	656,633	GRADUATE	24	20/02/78	Roshan Transport & Forwarding Agent, Kanpur	1976
5	BHATIA, SATISH C. (Dr.)	Director-Clinical Pharmacology	54	773,511	M.SC., Ph.D., PD RESEARCH	22	24/07/95	Hindustan Ciba-Geigy Ltd. / Assistant Director-OTA Research	1992
6	BHUSARI, A.K.	Director (Croslands Division)	51	952,853	M.SC.(Botany)	29	01/07/99	Lupin Laboratories Ltd. / Senior Vice President-Pharma	1995
7	CHAUDHRY, PARESH	Senior Manager-Corporate Communication	35	63,418	B.SC., M.B.A.	12	29/11/99	Smithkline Beechem Pharmaceuticals (I) Ltd. / Manager-Corporate Communications	1993
8	CHOPRA, SHASHI	Regional Administration Manager	58	739,967	B.SC.	22	22/05/78	Sahney Paris Rhone Ltd. / Purchase Manager	1976
9	DANDALA, RAMESH	Group Leader	38	887,903	M.SC, Ph.D.	12	01/07/94	State University of New York at Stony Brook, US / Post-Doctoral Res. Associate	1992
10	DASGUPTA, DEBASHIS *	Finance Manager	36	2,164,534	B.Com. (H), ACA, ACMA, Licent. ICSI	12	15/01/96	Electrofuel Mfg. Ltd., Toronto / Controller	1995
11	DIKSHIT, UMENDRA (Dr.)	Deputy General Manager-Chemical Manufacturing	48	283,852	B.SC.(CHEM.ENG.), DIP.IN MGT.	25	03/02/97	Biochem Synergy Ltd. / Vice President-Operations	1995
12	GANGADHAR, NAGULA (Dr.)	Research Scientist	34	151,319	M.SC. (Ph.D.)	5	27/03/95	None	-
13	GAUTAMA BUDDHA, T.S.R.	Manager-Packaging Development	44	615,588	M.SC., PGDMM	22	31/10/96	Max India Ltd. / Manager-Packaging Development	1990
14	GHOSH, DIPANKAR	Senior Area Sales Manager	40	208,595	B.SC.	18	01/11/90	Cipla Ltd. / District Manager	1982
15	GHOSH, JAYANT *	Sales Manager	27	384,377	B. Pharmacy	6	01/08/99	Sun Pharmaceuticals / Exec. Intl Market	1994
16	GHULDU, G.S.	Area Director (Formulations)-India and Middle East	49	791,476	B.SC., PGDA&M	27	03/08/92	Win-Medicare Ltd. / Dy. Sales Manager	1983
17	GULVADY, S.P.	Senior Manager-CCQM	49	457,985	B.E., PGDIE	26	05/11/90	Hero Honda Motors Ltd. / Divisional Manager-Engineering	1986
18	GUPTA, AMITABH	Senior Manager-Business Planning	38	490,763	B.COM. (H), C.A., CS, ICWA	16	04/02/88	Kumar Grover & Company, C.A. / Sr. Asst.-Tax, Audits, & Mgt. Consultancy	1987
19	GUPTA, SHEKHAR	Production Manager	40	609,931	M. PHARM	18	07/11/83	Arti Chem. Laboratories / Apprentice Chemist	1981
20	HANDA, V.K.	Associate Director-Chemical Research	48	2,084,031	M.SC., Ph.D.	18	04/05/83	IDPL Ltd / Senior Research Chemist	1981
21	HARINARAVANAN, R.	Finance Executive	28	453,374	B.TECH., PGDM	7	03/06/96	Manali Petro Chemicals Ltd. / Engineer Operations	1992
22	HARIRAM, K.	General Manager - Sales	47	140,754	B.SC.	27	01/08/96	Chedraii (Madras) / Sales Manager	1993
23	IYER, V.S.	Senior Manager-Quality Assurance	43	535,013	M.SC., DBM	19	01/06/95	Kancor Flavours and Extracts Ltd. / Gen. Manager-Technical (QA, R&D)	1989
24	JAHAGIRDAR, K.D.	Manager-Instrumentation	35	441,376	B.E.	14	05/02/96	Bayer (India) Ltd. / Manager-Process Controlling	1986
25	JOHRI, RAJAN	Head-OD & CCQM	41	1,104,877	MSA, PGDLL, PGDOB, PGDM	14	25/01/99	Escotel Mobile Communications Ltd. / GM-Marketing	1999
26	JOSEPH, MANI	Regional Manager (East)	52	835,610	M.SC.	27	25/09/72	Ranbaxy Labs. Ltd. / MSR	1972
27	KAURA, ARUN KUMAR	Group Leader-Analytical Research	43	105,647	M.SC. (Chem. Org.)	20	17/04/98	J.K. Pharmaceuticals & R&D Centre / Senior Manager	1993
28	KAUSHAL, ANUPAM KUMAR	Group Leader-Process Development	36	287,534	M. PHARM	16	11/09/86	Deepharma / Trainee	1984
29	KOHLI, JASPAL SINGH	Vice President	49	427,790	M.COM., LL.B., M.B.A.	29	01/02/95	U.S. Vitamins (India) Ltd. / General Manager - Mktg.	1989
30	KRISHNAMURTHY, K.R.	Manager-Systems	41	18,454	B.COM., DCP	12	18/09/96	Kiran Overseas Ltd. / Group Manager-Systems	1995