

MD			SKE	✓
CS			DPY	✓
RO			DIV	✓
TEA			AC	✓
ACM	✓	✓	SFG	✓
YE	✓	✓		



ANNUAL REPORT 1997-98



"If you can dream it, you can do it."
Walt Disney





Shri A. D. Khatri, Vice President, Cement Division receiving the National Energy Conservation Award, First Prize in the Cement Sector for the year 1997 from Shri Krishna Kant, Vice President of India.



Shri Anant Singhania, Commercial Director (Steel) receiving the Certificate of Export Excellence for highest export performance amongst Non-SSI exporters in the panel of Small and Cutting Tools including Steel Files and HSS Twist Drills, Tool Bits and Matchets for the year 1995-96 from the then Governor of Reserve Bank of India, Dr. C. Rangarajan.



NOTICE

73rd ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN THAT THE SEVENTY THIRD ANNUAL GENERAL MEETING OF THE MEMBERS OF RAYMOND LIMITED WILL BE HELD ON FRIDAY, JULY 10, 1998 AT 11.00 A.M. AT THE REGISTERED OFFICE OF THE COMPANY AT PLOT NO.156/H. NO.2, VILLAGE ZADGAON, RATNAGIRI 415 612 (MAHARASHTRA) TO TRANSACT THE FOLLOWING BUSINESS:

ORDINARY BUSINESS :

1. To receive, consider and adopt the Audited Statement of Accounts together with Directors' Report as also the Auditors' Report thereon for the year ended March 31, 1998.
2. To declare dividend on Equity Shares.
3. To appoint a Director in place of Shri Gautam Hari Singhania, who retires by rotation and is eligible for reappointment.
4. To appoint a Director in place of Shri B. K. Kedia, who retires by rotation and is eligible for reappointment.
5. To appoint a Director in place of Shri U. V. Rao, who retires by rotation and is eligible for reappointment.
6. To pass the following Resolution as a Special Resolution :

"RESOLVED THAT Messrs Dalal & Shah, Chartered Accountants, be and are hereby reappointed Auditors of the Company to hold office from the conclusion of this Meeting until the conclusion of the next Annual General Meeting on such remuneration as may be fixed by the Board of Directors of the Company, plus reimbursement of actual travel and other out-of-pocket expenses."

SPECIAL BUSINESS :

To consider and if thought fit, to pass with or without modifications, the following Resolutions :

7. As an Ordinary Resolution :

"RESOLVED THAT pursuant to the provisions of Sections 198, 269 and 309 read with Schedule XIII and all other applicable provisions, if any, of the Companies Act, 1956 and in conformity with the provisions contained in Article 192 of the Articles of Association of the Company and in partial modification of the resolutions passed at the Seventieth, Seventy First and Seventy Second Annual General Meetings of the Company held on July 28, 1995, July 30, 1996 and September 12, 1997 respectively, consent of the Company be and is hereby accorded to the appointment and re-designation of Shri Gautam Hari Singhania, Wholtime Director of the Company, as Joint Managing Director of the Company for the period commencing from November 18, 1997 to March 31, 2000 on the terms and conditions (including the remuneration to be paid in the event of loss or inadequacy of profit in any financial year during the aforesaid period) set out in the supplemental agreement ('agreement') to be entered into between the Company and Shri Gautam Hari Singhania, a draft whereof is placed before the Meeting and initialled by the Chairman for the purpose of identification, which Agreement is hereby specifically sanctioned with liberty to the Directors at any time during the aforesaid period to alter and vary the terms and conditions of the said appointment including the remuneration, commission payable, and perquisites to be provided, to Shri Gautam Hari Singhania and/or agreement so as not to exceed the limits specified in Schedule XIII to the Companies Act, 1956, or any amendments thereto that may from time to time be made and that the Board of Directors of the Company be and is hereby authorised to enter into an agreement with Shri Gautam Hari Singhania in terms of the said draft agreement with such modifications as may be agreed to by, and acceptable to, the Board of Directors and Shri Gautam Hari Singhania ;

RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this Resolution."

8. As an Ordinary Resolution :

"RESOLVED THAT pursuant to the provisions of Sections 198, 269 and 309 read with Schedule XIII and all other applicable provisions, if any, of the Companies Act, 1956 and in conformity with the provisions contained in Article 192 of the Articles of Association of the Company and in partial modification of the resolutions passed at the Extraordinary General Meeting, Seventieth, Seventy First and Seventy Second Annual General Meetings of the



Company held on February 17, 1995, July 28, 1995, July 30, 1996 and September 12, 1997 respectively, consent of the Company be and is hereby accorded to the appointment and re- designation of Shri B. K. Kedia, Senior President and Wholtime Director of the Company, as Senior President and Joint Managing Director for the period commencing from November 18, 1997 to December 31, 1999 on the terms and conditions (including the remuneration to be paid in the event of loss or inadequacy of profit in any financial year during the aforesaid period) set out in the supplemental agreement ('agreement') to be entered into between the Company and Shri B. K. Kedia, a draft whereof is placed before the Meeting and initialled by the Chairman for the purpose of identification, which agreement is hereby specifically sanctioned with liberty to the Directors to alter and vary the terms and conditions of the said appointment including the remuneration, commission payable, and perquisites to be provided, to Shri B. K. Kedia and/or agreement so as not to exceed the limits specified in Schedule XIII to the Companies Act, 1956, or any amendments thereto that may from time to time be made and that the Board of Directors of the Company be and is hereby authorised to enter into an agreement with Shri B. K. Kedia in terms of the said draft agreement with such modifications as may be agreed to by, and acceptable to, the Board of Directors and Shri B. K. Kedia ;

RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this Resolution."

9. AS AN ORDINARY RESOLUTION :

"RESOLVED THAT in accordance with the provisions of Sections 198, 269 and 309 read with Schedule XIII and all other applicable provisions, if any, of the Companies Act, 1956 and subject to such approvals and sanctions as may be necessary, the Company hereby accords its consent and approval to the appointment of Shri Akshay Singhania as a Director and also as a Wholtime Director of the Company for a period of five years from April 6, 1998 to April 5, 2003, on the terms and conditions (including the remuneration to be paid in the event of loss or inadequacy of profit in any financial year during the aforesaid period) set out in the agreement to be entered into between the Company and Shri Akshay Singhania, a draft whereof is placed before the Meeting and initialled by the Chairman for the purpose of identification, which agreement is hereby specifically sanctioned with liberty to the Directors to alter and vary the terms and conditions of the said appointment including the remuneration, commission payable, and perquisites to be provided to Shri Akshay Singhania and/or agreement so as not to exceed the limits specified in Schedule XIII to the Companies Act, 1956, or any amendments thereto that may from time to time be made and that the Board of Directors of the Company be and is hereby authorised to enter into an agreement with Shri Akshay Singhania in terms of the said draft agreement with such modifications as may be agreed to by, and acceptable to, the Board of Directors and Shri Akshay Singhania ;

RESOLVED FURTHER THAT the Board of Directors of the Company be and is hereby authorised to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this Resolution."

By Order of the Board
For **Raymond Limited**

Registered Office :

Plot No.156/H. No.2
Village Zadgaon
Ratnagiri 415 612 (Maharashtra)
May 7, 1998

R. Narayanan
General Manager - Legal
& Company Secretary

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 THE PROXY NEED NOT BE A MEMBER OF THE COMPANY.
2. Proxies, in order to be effective, must be received at the Registered Office of the Company not less than 48 hours before the commencement of the Meeting.
3. The Explanatory Statement setting out the material facts concerning the Ordinary Business at Item No. 6 and Special Business in respect of Item Nos. 7 to 9 of the accompanying Notice as required by Section 173 of the Companies Act, 1956, is annexed hereto.



4. The Register of Members and Share Transfer Books of the Company will remain closed from Tuesday, June 23, 1998 to Friday, July 10, 1998 (both days inclusive).
5. The dividend, as recommended by the Board, if sanctioned at the Meeting, will be paid on or after August 17, 1998 to those Members or their mandatee whose names appear on the Register of Members of the Company as on July 10, 1998.
6. Members are requested to advise the Company immediately of any change in their addresses.
7. Members are advised to consolidate their Ledger Folios where they are holding shares in different folios in the same sequence of name(s).
8. Pursuant to Section 205 A of the Companies Act, 1956, all unclaimed/unpaid dividends upto the financial year ended March 31, 1994 have been transferred to the General Revenue Account of the Central Government. Shareholders who have not yet encashed the dividend warrants for the said period are requested to claim the amount from the Registrar of Companies, Maharashtra, PMT Commercial Building, 3rd Floor, Deccan Gymkhana, Pune 411 004.
9. Unpaid/unclaimed dividends for the financial year ended March 31, 1995 will be deposited with the Central Government on September 8, 1998. Please send your unpaid dividend warrants for revalidation to avoid transfer of dividends to Central Government.

ANNEXURE TO THE NOTICE

Explanatory Statement as required by Section 173 of the Companies Act, 1956 ('the Act').

The following Explanatory Statement relating to Ordinary Business at Item No. 6 and Special Business at Item Nos. 7 to 9 of the accompanying Notice sets out all material facts as required under Section 173 of the Act.

Item No. 6

Section 224A of the Act provides for the appointment or reappointment at each Annual General Meeting of an Auditor or Auditors by a Special Resolution, if not less than 25 % of the subscribed share capital of the Company is held singly, or in the aggregate, by the Public Financial Institutions or Government companies, Central or State Governments, Financial or other Institutions, in which the State Government holds not less than 51 % of the subscribed share capital, nationalised banks or insurance companies carrying on general insurance business.

Since the aggregate shareholding of LIC, Unit Trust of India, nationalised banks and insurance companies in the Company exceeds 25 % of the subscribed share capital of the Company, the reappointment of Messrs Dalal & Shah, Chartered Accountants, as Auditors of the Company is required to be made by a Special Resolution. As required under Section 224 of the Act, a certificate has been received from the Auditors to the effect that their appointment, if made, will be in accordance with the limits specified in Section 224 (1B) of the Act.

Item Nos. 7 and 8

At the Seventieth Annual General Meeting of the Company held on July 28, 1995, the Members approved the appointment and the remuneration payable to Shri Gautam Hari Singhania as Wholetime Director of the Company for a period of five years from April 1, 1995 to March 31, 2000. The remuneration and perquisites payable to Shri Gautam Hari Singhania were subsequently modified by resolutions passed at the Seventy First and Seventy Second Annual General Meetings of the Company held on July 30, 1996 and September 12, 1997 respectively.

At the Extraordinary General Meeting of the Company held on February 17, 1995, the Members approved the appointment and the remuneration payable to Shri B. K. Kedia as Senior President and Wholetime Director of the Company for a period of five years from January 1, 1995 to December 31, 1999. The remuneration and perquisites payable to Shri B.K. Kedia were subsequently modified by resolutions passed at the Seventieth, Seventy First and Seventy Second Annual General Meetings of the Company held on July 28, 1995, July 30, 1996 and September 12, 1997 respectively.

Keeping in view the prevailing situation in the industry and taking into account the increase in the activities of the Company and the consequent increase in the responsibilities, the Board of Directors of the Company have at their Meeting held on November 18, 1997 re-designated and appointed :

- (a) Shri Gautam Hari Singhania as Joint Managing Director of the Company for the period commencing November 18, 1997 to March 31, 2000 ; and



- (b) Shri B. K. Kedia as Senior President and Joint Managing Director of the Company for the period commencing November 18, 1997 to December 31, 1999;

on the existing terms relating to the remuneration, commission, perquisites and other terms and conditions contained in the draft agreements to be entered into between the Company and Shri Gautam Hari Singhania and Shri B. K. Kedia respectively, which are as follows :

- I Salary :**
- (a) Shri Gautam Hari Singhania Rs.50,000 per month from November 18, 1997 upto March 31, 1998 and thereafter annual increments on April 1 every year, in the scale of Rs. 40,000 - 5,000 - 60,000;
 - (b) Shri B. K. Kedia Rs. 55,000 per month from November 18, 1997 upto December 31, 1997 and thereafter annual increments on January 1, every year, in the scale of Rs. 45,000-5,000-65,000;

- II Perquisites :** Perquisites are classified into three categories 'A', 'B' and 'C' as follows :

CATEGORY A :

- (i) Housing (1) :

The expenditure incurred by the Company on hiring furnished accommodation for the Joint Managing Director/ Senior President & Joint Managing Director will be subject to the following ceiling - 60 % of the salary over 10 % payable by the Joint Managing Director / Senior President & Joint Managing Director;

Housing (2) :

In case the accommodation is owned by the Company, 10% of the salary of the Joint Managing Director / Senior President & Joint Managing Director will be deducted by the Company;

Housing (3) :

In case no accommodation is provided by the Company, the Joint Managing Director / Senior President & Joint Managing Director shall be entitled to House Rent Allowance, subject to the ceiling laid down in Housing (1) above;

- (ii) Medical Reimbursement : Expenses incurred for the Joint Managing Director / Senior President & Joint Managing Director and their families;
- (iii) Leave Travel Concession : For self and family, once a year, in accordance with any rules specified by the Company;
- (iv) Club Fees : Fees of clubs, subject to a maximum of two clubs. This will not include admission and life membership fees;
- (v) Personal Accident Insurance : Premium on Personal Accident Policy.

CATEGORY B :

- (i) Contribution to Provident Fund, Superannuation Fund or Annuity Fund will not be included in the computation of ceiling on perquisites to the extent that these either singly or put together are not taxable under the Income Tax Act;
- (ii) Gratuity payable at a rate not exceeding half a month's salary for each completed year of service;
- (iii) Encashment of leave at the end of tenure will not be included in the computation of the ceiling on perquisites.

CATEGORY C :

Provision of car for use for Company's business and telephone at residence will not be considered as perquisites. Personal long distance calls on telephone and use of car for private purpose shall be billed by the Company to the Joint Managing Director / Senior President & Joint Managing Director.

- III Commission:** Not more than 1 % of the net profit of the Company, payable annually, subject to a ceiling of 100 % of the annual salary.

Notwithstanding anything mentioned in this part, where in any financial year, during the currency of the tenure of the Joint Managing Director / Senior President & Joint Managing Director, the Company has no profits or its profits are inadequate, the Company shall pay them remuneration by way of salary and perquisites not exceeding the limits specified above.

No Director of the Company is in any way deemed to be concerned or interested in the aforesaid Resolutions except Shri B. K. Kedia and Shri Gautam Hari Singhania individually and Shri Vijaypat Singhania and Shri Madhupati

Singhanian being relatives of Shri Gautam Hari Singhanian and Shri Akshay Singhanian being a member of Shri Vijaypat Singhanian (Greater HUF), of which Shri Gautam Hari Singhanian is also a member.

The Directors commend the Resolutions set out at Item Nos. 7 and 8 of the accompanying Notice for your approval.

This explanation together with the accompanying Notice is to be regarded as an Abstract of Terms and Memorandum of Interest under Section 302 of the Act.

The said draft agreements referred to in the Resolutions at Item Nos. 7 and 8 are available for inspection to the Members at the Registered Office of the Company on any working days between 11:00.A.M. and 1:00 P.M. upto and including the day of the Annual General Meeting.

ITEM NO. 9

Shri Akshay Singhanian was appointed as an Additional Director and also as a Wholetime Director of the Company, subject to the approval of the Members and such other approvals as may be necessary pursuant to the relevant provisions of the Act, for a period of five years with effect from April 6, 1998. Shri Akshay Singhanian holds a Bachelor's Degree in Commerce and prior to his appointment as Wholetime Director, Shri Akshay Singhanian was Director - Planning & Co-ordination, Cement Division, Bilaspur and has wide experience and knowledge in the handling of the Cement Division of the Company. The terms and conditions of the remuneration payable to Shri Akshay Singhanian are as follows :

- I. **Salary** : Rs. 12,000 per month in the scale of Rs.12,000 - 25,000.
- II. **Perquisites** : Perquisites are classified into three categories 'A', 'B' and 'C' as follows :

CATEGORY A :

(i) Housing (1) :

The expenditure incurred by the Company on hiring furnished accommodation for the Wholetime Director will be subject to the following ceiling - 60 % of the salary over 10% payable by the Wholetime Director;

Housing (2) :

In case the accommodation is owned by the Company, 10% of the salary of the Wholetime Director will be deducted by the Company;

Housing (3) :

In case no accommodation is provided by the Company, the Wholetime Director shall be entitled to House Rent Allowance, subject to the ceiling laid down in Housing (1) above;

- (ii) **Medical Reimbursement** : Expenses incurred for the Wholetime Director and his family;
- (iii) **Leave Travel Concession** : For self and his family, once a year, in accordance with any rules specified by the Company;
- (iv) **Club Fees** : Fees of clubs, subject to a maximum of two clubs. This will not include admission and life membership fees;
- (v) **Personal Accident Insurance** : Premium on Personal Accident Policy.

CATEGORY B :

- (i) Contribution to Provident Fund, Superannuation Fund or Annuity Fund will not be included in the computation of ceiling on perquisites to the extent that these either singly or put together are not taxable under the Income Tax Act;
- (ii) Gratuity payable at a rate not exceeding half a month's salary for each completed year of service;
- (iii) Encashment of leave at the end of tenure will not be included in the computation of the ceiling on perquisites.

CATEGORY C :

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

- III **Commission**: Not more than 1 % of the net profit of the Company, payable annually, subject to a ceiling of 100 % of the annual salary.



Notwithstanding anything mentioned in this part, where in any financial year, during the currency of the tenure of the Wholetime Director, the Company has no profits or its profits are inadequate, the Company shall pay him remuneration by way of salary and perquisites not exceeding the limits specified above.

Due notice under Section 257 of the Act alongwith requisite deposit has been received from a member of the Company proposing the appointment of Shri Akshay Singhanian as a Director of the Company.

No Director of the Company is in any way deemed to be concerned or interested in the aforesaid Resolution except Shri Akshay Singhanian for himself and Shri Vijaypat Singhanian, Shri Madhupati Singhanian and Shri Gautam Hari Singhanian who are members of Shri Vijaypat Singhanian (Greater HUF), of which Shri Akshay Singhanian is also a member.

The Directors commend the Resolution set out at Item No. 9 of the accompanying Notice for your approval.

This explanation together with the accompanying Notice is to be regarded as an Abstract of Terms and Memorandum of Interest under Section 302 of the Act.

By Order of the Board
For Raymond Limited

Registered Office :

Plot No.156/H. No.2

Village Zadgaon

Ratnagiri 415 612 (Maharashtra)

May 7, 1998

R. Narayanan
General Manager - Legal
& Company Secretary

NOTICE RECEIVED FROM A SHAREHOLDER:

The members are hereby informed that the Company has received a notice dated November 5, 1997 under the provisions of Section 257 of the Companies Act, 1956 from Mr. Shyam Sundar Gupta, 134, Mahatma Gandhi Road, Calcutta 700 007, a shareholder of the Company, proposing his candidature for the office of a Director of the Company.



Annexure (2) to the Directors' Report

Statement annexed to Directors' Report showing the names and other particulars of every employee of the Company pursuant to Section 217(2A) of the Companies Act, 1956, read with the Companies (Particulars of Employees) Rules, 1975.

Sr. No.	Employee Name	Designation/ Nature of Duties	Remuneration received (Rupees)	Qualification	Age (Years)	Total Experience (Years)	Date of Commencement of employment	Particulars of Previous Employment		
								Organisation	Designation	Period for which last post held (Years)
1	2	3	4	5	6	7	8	9(a)	9(b)	9(c)
1.	Agarwal H. S.	Dy. General Manager (Projects)-FD	3,81,572	B.E. (Mech.)	58	34	25.06.1976	Steel Plant Pvt. Ltd.	Senior Executive	1
2.	Agarwal S. M.	Dy. General Manager Chhindwara-TD	3,40,833	B.Text	45	21	01.07.1976	—	—	—
3.	Aguskar D. B*	Manager (Accounts)- (Data Processing)-TD	1,37,301	B.Com.	66	43	23.05.1968	Indian Oil Corporation Ltd.	Accounts Officer	1
4.	Ahuja A. G.*	Manager (Product)-TD	2,71,804	M.Com. (Part I)	44	22	08.10.1975	—	—	—
5.	Ali F. M.	President (Delhi Office)	8,49,893	B.A. Dip. in Mktg. Mgt.	48	26	16.10.1978	Ramon Services Pvt. Ltd.	Sales Executive	9 Months
6.	Antia P. M.	General Manager (Commercial)-AD	4,18,030	B.Sc.	58	32	15.12.1995	Daman Airways	Manager-Co-ordination	4
7.	Ayyar R. L.	Dy. General Manager (Information Technology)-TD	3,30,450	B.Sc., D.M.S., M.I.E., Dip.SQC & OR, AMBIM	58	38	30.06.1980	The Kohinoor Mills Limited	Dy. Manager-E.D.P.	3
8.	Arora S. K.	Aircraft Maintenance Engineer -AD	4,00,997	B.Sc., Dip. in A. M. E.	27	5	01.01.1997	Mesco Airlines Ltd.	Senior Technician	2
9.	Bagri B. S.	Director (Commercial)-TD	7,04,982	B.Com. (Hons.)	58	35	01.08.1965	New Kaiser-I-Hind Spg. & Wvg. Mills Limited	Purchase & Planning Officer	2
10.	Bajaj B. K.	Dy. General Manager (Production)-FD	3,15,974	Inter Commerce	55	38	01.11.1962	Muir Cotton Mills Ltd.	Clerk	2
11.	Bajaj J. K.	Works Director-Jalgaon-TD	5,85,420	Inter Commerce	58	37	07.07.1965	India United Mills Ltd.	Spg. Supervisor	3 Months
12.	Bajaj Rajiv	Sec. as Dy. General Manager (Marketing) Raymond Calitri Denim Limited	3,37,937	B. Text., F. G. D.	38	17	09.11.1992	Borosil Glass Work Limited	Export Manager	4
13.	Bakshi V. K.	General Manager (Exports)-TD	5,90,029	B.Com.	45	24	04.07.1983	Textile Gantur Bruno Hensing GmbH	Resident Manager	3
14.	Balodi M. D.	Dy. General Manager (Personnel)-FD	3,59,198	M.A., LL.B., D.L.W.	63	34	02.09.1978	Estrella Batteries Ltd.	Personnel Officer	2
15.	Balsubramanian K.	General Manager (Exports)-FD	3,68,631	F. Y. Arte	61	36	18.01.1983	Bombay Forging Pvt. Ltd.	Commercial Executive	1
16.	Banerji S. K.	Dy. General Manager (Projects)-SD	3,33,399	B. Tech., M. B. A.	48	23	12.04.1993	Carona Limited	Asst. General Manager (Materials)	4
17.	Basu K. S. (Late) (Dr.)	Director-Management Services	7,51,608	M. B. B. S.	83	57	09.02.1977	University of Bombay	Director-Jamnalal Bajaj Institute of Management Studies	12
18.	Bhajeekar A. B (Dr.)*	Sec. as Chief Medical Officer Smt. Sunitidevi Singhania Hospital & Medical Research Centre	64,682	M.S., D.P.H., F.I.C.S	66	39	17.05.1990	Bombay Port Trust Hospital	Chief Medical Officer & Chief Surgeon	5
19.	Bhandari P. K.	Vice President (Finance)	7,65,049	B.Com. (Hons.) LL.B., F.C.A., F.C.S.	41	18	27.04.1989	Raymond Synthetics Ltd.	Vice President (Finance) & Company Secretary	9 months
20.	Bharadwaj N. K. (Cdr.)	Commander - AD	4,99,439	M.Sc., P.G. D in H. R. M.	46	25	01.01.1997	Indian Navy (Aviation)	Flag Officer	2
21.	Bharadwaj R. C.	General Manager (Projects)-FD	5,88,118	B. Tech.	61	38	12.06.1986	Ramon & Demn Ltd.	Chief Metallurgist	2
22.	Bhartia V. K.	Vice President (Marketing)-TD	10,30,563	B.Com.	57	39	01.09.1969	Raymond (Mauritius) Ltd.	Executive Director	10
23.	Chacko Leslie	Senior Manager (Special Product)-TD	3,00,514	B.Sc.	49	29	19.05.1987	Akola Oil Industries Ltd.	Dy. Manager (Marketing)	2
24.	Chakravarty K. S.*	Director (HRD)	3,47,367	M.Sc., P.G.D. in Management (P. & I. R.)	49	25	05.09.1997	MIRC Electronics Ltd.	Vice President (Pers. & HRD)	2
25.	Chatterjee Bhaskar	Senior Manager (Retail)-TD	3,71,920	B.Com., M.B.A.	46	19	18.12.1995	Bata India Ltd.	Retail Manager	12
26.	Chauhan R. K.	Works Director-SD	7,02,048	B.E. (Mech.)	48	25	15.03.1994	Metalman Pipe Mfg. Co. Ltd.	Vice President (Tech.)	2
27.	Chavan Arun (Capt.)*	General Manager (Pers. & Admn.)-Chhindwara-TD	2,00,196	B.A., M. B. A.	46	25	19.06.1997	Eesar Services Ltd.	Dy. General Manager	7
28.	Chopra C. J.	General Manager (Works) Thane-TD	5,82,754	Dip. in Textile Chemistry	54	35	05.07.1977	The Raymond Woollen Mills (Kenya) Ltd.	General Manager (Works)	1
29.	Chowdhri R. P.	President-Engineering-FD & SD	10,75,612	B.E. (Mech.)	62	41	18.09.1963	Textile Machinery Corpn. Ltd.	Asst. Supdt.	1
30.	Dasgupta R.	General Manager (Civil & Despatch)-CD	3,92,405	B. E. (Civil)	55	33	24.03.1984	Project Development (India) Limited	Dy. Chief Civil Engineer	15
31.	Desai Chetan	General Manager (Projects)	5,23,843	B.E. (Electronics & Communication)	44	22	09.02.1996	ABK Electronics Pvt. Ltd.	Managing Director	1
32.	Deshmukh Aniruddha	Sec. as Executive Director J. K. Ansell Ltd.	6,41,512	B.E. (Mech.), P.G.D.M	39	15	14.09.1984	S. B. Billimoria & Co.	Management Consultant	2
33.	Deshmukh D. M.*	Senior Manager (Mech. Engg.)-TD	1,31,601	Dip. Elec. & Refrign.	65	43	16.12.1960	Deptt. of Atomic Energy Govt. of India	Mechanical Supervisor	6
34.	D'Sa John	Sr. Manager Admn. (Training Programmes)	3,68,364	S.S.L.C.	51	32	25.03.1966	Salequip Pvt. Ltd.	Typist-cum-Clerk	5 months
35.	Dev R. S. (Col)	Commander-AD	4,99,981	B.A.	48	27	01.10.1996	Indian Army (Aviation)	Colonel	2
36.	Easow J. M.	Dy. Manager (Legal)	3,01,602	B. Com., LL.B.	31	8	01.10.1990	Batliboi & Co. Ltd.	Commercial Trainee	4 Months
37.	Fernandes F. M.	Sr. Manager (Admn.)	4,06,774	S. S. L. C.	60	41	22.05.1961	Vithal Purushottam & Sons	Stenographer	1
38.	Ganeriwala R. K.	General Manager-Taxation	5,30,359	B.Com., F.C.A.	45	23	18.12.1978	G.D. Singhvi & Co.	Asst. in Taxation Dept.	4
39.	Ganesh R.*	Dy. General Manager (Accounts & Taxation)-SD	3,78,632	B.Com., A.C.A	35	12	04.04.1997	Isaput Industries	Asst. General Manager (Commercial)	1
40.	Ganeshan V.	Sr. Manager (Admn.)-TD	3,70,820	B.Com.	60	38	20.12.1962	Baumgarten & Wallia Pvt. Ltd.	Stenographer-cum-Accountant	2 Months



Sr. No.	Employee Name	Designation/ Nature of Duties	Remu- neration received (Rupees)	Qualification	Age (Years)	Total Experi- ence (Years)	Date of Commence- ment of employment	Particulars of Previous Employment		
								Organisation	Designation	Period for which last post held (Years)
1	2	3	4	5	6	7	8	9(a)	9(b)	9(c)
41.	Ganguly Gautam	General Manager (Engineering) (Mechanical & Electricals)-TD	3,41,199	B.E.(Electricals)	49	27	11.04.1996	Rallis (I) Ltd.	Manager (Engineering)	11
42.	Garg Ajay	Dy. General Manager (Quality Control)-AD	4,29,559	B.E. (Aeronautical)	32	9	26.08.1996	Mesco Airlines Ltd.	Sr. Aircraft Maintenance 8 Months Engr.	
43.	Ghosh A.	Dy. General Manager (Production)-SD	3,35,494	M. Tech.	45	20	28.09.1995	Rajinder Steel	Dy. General Manager (CRM)	6 Months
44.	Godse S. B. (Flt. Lt.) (Retd.)	Director-Public Relations	6,22,044	S. S. C.	52	33	01.04.1995	Mid-day Publications Ltd.	Printer & Publisher	4
45.	Goel P. K.	General Manager (Sales)-CD	3,22,305	M.A.(Eco.), D. B. M.	45	24	16.03.1983	Cement Controller, Government of India	Assistant	9
46.	Gole D. P. (Sqn. Ldr.)*	General Manager (Operations) - AD	3,65,631	B.A., A.M.A. C.S.I.	41	20	19.08.1993	Indian Air Force	Pilot	15
47.	Golati L. C.	Dy. General Manager (Combing) - TD	4,27,363	Dip. in Textile Technology	54	35	12.10.1978	General Fibres Dealers Ltd.	Technical Manager	12
48.	Gupta Arvind	General Manager (Sales)-TD	5,49,915	B.A.	47	28	14.11.1992	DCM Shriram Consolidated Ltd. (Unit: Swatantra Bharat Mills)	Marketing Manager	2
49.	Gupta C. N.*	General Manager (Accounts)-TD	2,60,720	B.Com. (Hons.), A.C.W.A.	45	23	11.10.1980	Hercules Hoists Ltd.	Cost Assistant	6 Months
50.	Gupta R. R.*	Aircraft Maintenance Engineer-AD	3,49,996	Graduate (I.A.F.)	43	27	09.05.1997	Skyline NEPC Ltd.	Aircraft Maintenance Manager	3
51.	Hattangadi J.V.	General Manager (HRD)	5,18,585	B.Com., LL.B., D.L.W.	55	28	03.02.1989	National Organic Chemicals India Ltd.	Manager (Personnel - Industrial Relation)	2
52.	Hishikar S. (Dr.)	Dy. General Manager (Medical Services)-CD	3,10,380	B.Sc., M.B.B.S.	51	24	27.03.1980	Rehabilitation Department	Medical Officer	7
53.	Iyer K. V.*	Vice President-Textile Operations-TD	4,15,250	B. Text.	70	47	10.11.1966	Ibcon Pvt. Limited	Senior Consultant & Asst. Manager	16
54.	Iyer P. N.	General Manager (Sales)-CD	3,39,390	B.Com., P.G. Dip. in Business Admn., Dip. in Rail TPT & Mgmt.	44	26	01.10.1984	Apollo Tyres Limited	Marketing Officer	2
55.	Jain J. C.	Works Director - Thane - TD	5,89,913	B.Sc., (Textiles)	59	39	16.02.1962	The Raymond Woollen Mills (Kenya) Limited	General Manager-Works	3
56.	Jain P. R.	Sec. as Executive Director J.K. (Bombay) Ltd.	8,12,977	B.Com., LL.B., F.C.A., F.C.S.	53	32	01.09.1969	Raymond (Mauritius) Limited	Secretary & Chief Accountant	10
57.	Jain S.C.	General Manager (Production) Chhindwara-TD	4,74,060	B.Sc. (Tech.)	53	30	01.09.1977	National Textile Corpn. Ltd.	Production Manager	5
58.	Jiwarajka K.R.	Dy. General Manager (Sales)-FD	3,49,709	B.Com., A.C.A.	40	17	30.09.1989	Forward Television Ltd.	Commercial Manager	2
59.	Joglekar S. H.	Senior Manager (Elec. & Inst.) - TD	3,06,406	B.E.(Electricals)	57	34	01.07.1987	Ruby Mills Ltd.	Dy. Chief Engineer	2
60.	John A.B. (Dr.)*	Sec. as Chief Medical Officer Smt. Sunitidevi Singhania Hospital & Medical Research Centre	3,25,005	M.B.B.S., D.G.O., M.D.	43	20	02.06.1997	Self Employed		2
61.	Kadam A.W.	General Manager - Information Technology	4,37,273	B.E. (Mech.), A.M.I.E., M.F.M., C.I.S.A.	52	30	05.04.1994	Glaxo India Limited	Manager-Management Services	16
62.	Kamath R.G.	Sr. Manager (Accounts)-TD	3,67,092	B.Com., A.C.A.	38	14	08.07.1993	Jindal Iron & Steel Co. Ltd.	Manager-Accounts	2
63.	Kargutkar S.M.*	Dy. General Manager (Accounts) - TD	1,40,759	B.Com., A.C.A.	40	17	24.11.1997	Nicholas Piramal (I) Ltd.	Dy. General Manager (Finance)	2
64.	Kapadia H.D.*	Vice President-Finance	3,55,419	B.Com., F.S.A.A. (India)	61	43	01.08.1963	The Raymond Woollen Mills (Kenya) Limited	General Manager-Finance & Company Secretary	12
65.	Kapoor R. P.	Sr. Manager (Commercial)-CD	3,90,713	B.A., Dip. in Textiles	65	44	01.12.1969	The State Trading Corporation of India	Dy. Marketing Manager	2
66.	Kaul S.K.	Director-Co-ordination	6,87,275	B.E. (Chem. Engg.)	50	29	01.01.1994	Impex (India) Limited	Executive Director	4
67.	Kedia B.K.	Senior President & Jt. Managing Director	21,32,582	M.A., A.M.P. (Harvard)	69	47	24.05.1956	J.K. Cotton Mills Limited	Mills Secretary	4
68.	Kedia H.P.	President - Textiles - TD	10,45,862	B.Sc., L.T.M., M.Sc. (Text.) (Leeds)	62	34	24.02.1964	The Raymond Woollen Mills (Kenya) Limited	Executive Director & Vice Chairman	6
69.	Khanna J.C.	Senior Manager (Warehouse)-TD	3,16,276	B.Com.	44	24	17.06.1976	Bharat Gears Ltd.	Assistant in Stores	1
70.	Khanna K.L.	Vice President-Textiles-TD	10,36,168	B.Sc. (Chem.), B.Sc. (Tech.)	61	39	01.09.1966	New Kaiser-I-Hind Spg. & Wvg. Mills Limited	Process-in-Charge	5
71.	Khatri A.D.	Vice President-CD	8,83,279	B.E. (Hons.) (Mech.) F.I.E.	55	32	02.07.1993	Bajaj Hindustan Limited Unit: Udaipur Cement Works	President	2
72.	Khedekar A.T.*	Senior Manager (Accounts)	91,512	B.Com., A.C.A., A.I.C.W.A.	41	17	12.01.1998	Castrol India Ltd.	Manager (Finance)	8
73.	Kulkarni A.B.	Dy. General Manager (QC)-FD	3,61,225	B.E. (Metallurgy)	51	29	02.04.1979	Bipico India (Tools) Pvt. Ltd.	Asst. Works Manager	6
74.	Kumar Pradeep*	Dy. General Manager (Systems)	64,662	M. Tech.(Chem. Engg.)	45	18	13.12.1985	Upton Ltd.	Sr. System Executive	3
75.	Kurup M.R.*	Manager (Legal)	3,19,679	B.A., B.L.	65	42	05.09.1958	Practising as an Advocate		
76.	Mahant Ashok (Lt. Col.)	Commander-AD	5,19,273	Intermediate N.D.A.	44	24	01.10.1996	Indian Army (Aviation)	Lt. Col.	4
77.	Mareshwari M.L.	Dy. General Manager (Mech. Engg.) -CD	3,09,388	D.M.E.	60	38	01.08.1979	Satna Cement Works	Asst. Engineer (Mech.)	5
78.	Malhotra Kanwal (Capt.)	Commander-AD	4,66,979	N.D.A.	44	23	01.01.1997	Indian Navy	Commander	3
79.	Mathias D.J.	Manager-Advertising	4,03,662	B.A.	50	27	30.03.1992	Frank Simoes Advtg. Pvt. Ltd.	Accounts Director	6
80.	Mehta H.H.	Senior Manager - Civil Engg - TD	3,27,898	Dip. in Civil & Sanitary Engg. G.I.E., M.I.E. (India)	56	36	01.10.1979	Bhagwati Associates	Senior Civil Engineer	3
81.	Mehta V.K.	General Manager (Sales) - FD	3,98,847	B.E. (Metallurgy)	52	30	01.08.1995	Larsen & Toubro Ltd.	Sr. Manager-Business Development	9