



ANNUAL
REPORT
1996-97



Bharat Petroleum Corporation Limited

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A vision they say, is a dream that has a clear end in view. In today's competitive environment the company that grows is the company whose people share a clear strategic vision for the future. A shared vision that gives it focus and flexibility, direction with adaptability, and an objective that is common to the company.

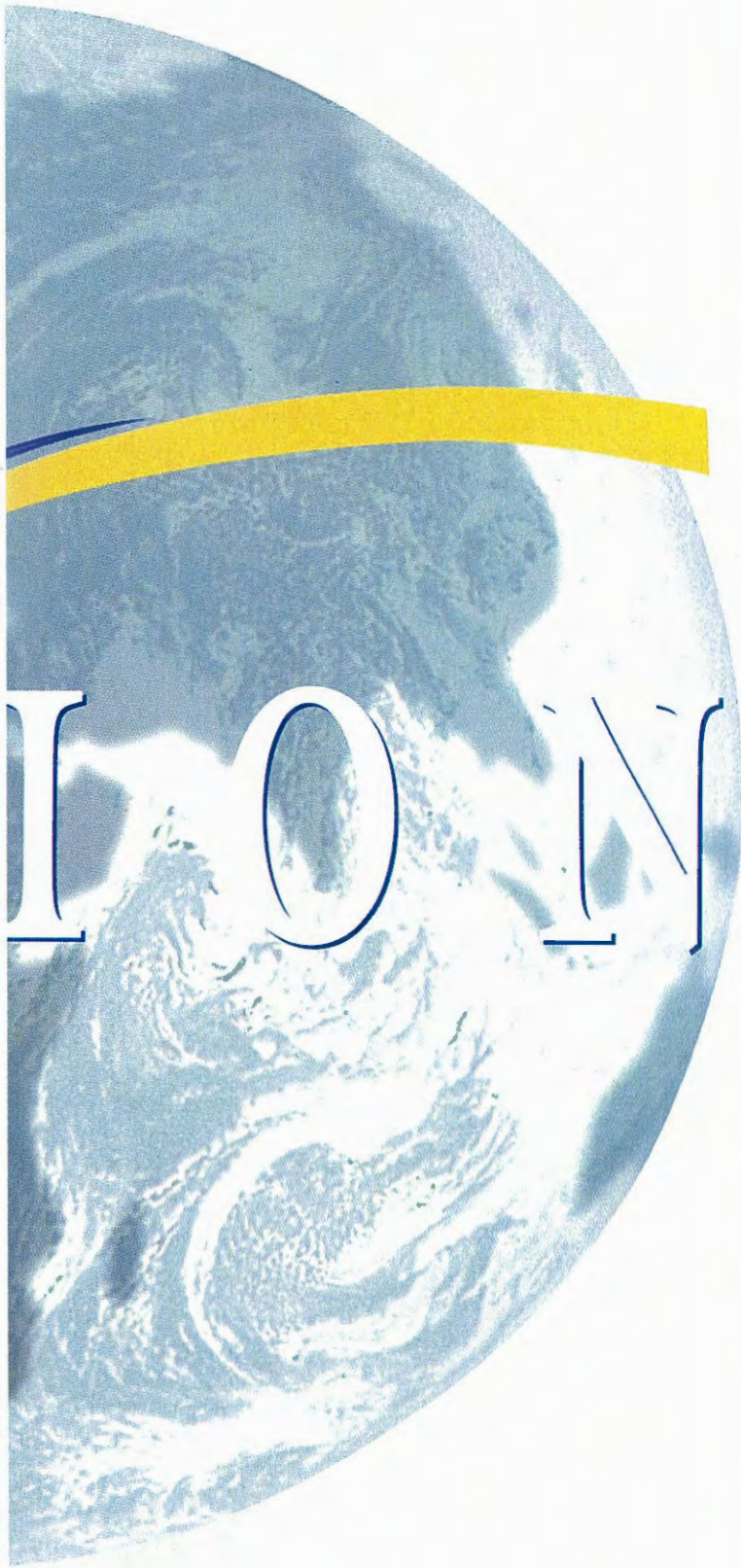
BPCL's shared vision brings together all these elements in its plan for the future as a global player in the oil industry.

The cover depicts this all-encompassing vision which charts the path of its future growth.



- Make people a source of our improvement
- To be the best
- Have excellent customer care and customer service
- Establish first class brand and corporate image
- Develop a cohesive corporate strategy

The right side of the page features a large, stylized 'V' logo. The 'V' is composed of a blue swoosh and a yellow swoosh. The letters 'I' and 'S' are also visible, suggesting the word 'VIS'. The background is a large, detailed image of the Earth from space, showing continents and clouds.



- Strong business performance and operational efficiency
- Make BPCL a great place to work
- Effective boundary management
- Fulfill social responsibilities
- Apply the best technology
- Be an ethical company
- Sound and dynamic systems



RECORD SALES
TURNOVER OF
Rs. 1,79,892 MILLION



RECORD CAPACITY
UTILISATION OF
REFINERY AT 126%

Performance



ISO 9002 CERTIFICATION FOR AVIATION
STATIONS, LPG BOTTLING PLANTS,
DEPOTS AND LUBRICANT
BLENDING PLANT.



IMPRESSIVE GROWTH
RATES IN MS (PETROL),
HSD (DIESEL) AND LPG.

Highlights



GROSS PROFIT OF
Rs. 9,775 MILLION



IMPRESSIVE
COMPOUNDED ANNUAL
GROWTH RATE (CAGR) OF 8.63%
IN MARKET SALES VOLUME AND
26.28% IN PROFIT AFTER TAX
(BASE YEAR 1992-93)

Board of Directors



U. SUNDARARAJAN
Chairman &
Managing Director



S.K. BEDI
Director
(Personnel)



V.K. RAINA
Director
(Marketing)



M.B. LAL
Director
(Refineries)



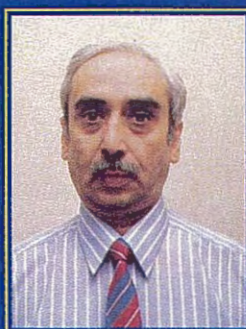
ASHOK SINHA
Director
(Finance)
w.e.f. 22.11.96



DEVI DAYAL
Additional Secretary
(Marketing)
Ministry of Petroleum &
Natural Gas



NIRMAL SINGH
Joint Secretary
(Refineries)
Ministry of Petroleum &
Natural Gas



SHANTI NARAIN
Member (Traffic)
Railway Board
upto 24.04.97



K.V. RAO
Joint Secretary
(Ports)
Ministry of
Surface Transport
w.e.f. 25.04.97

K.S. MANIKASHETTI
Company Secretary



BANKERS

STATE BANK OF INDIA

CENTRAL BANK OF INDIA

THE STANDARD CHARTERED BANK

INDIAN BANK

BANK OF INDIA

STATE BANK OF PATIALA

ANZ GRINDLAYS BANK

ORIENTAL BANK OF COMMERCE

PUNJAB NATIONAL BANK

ABN AMRO BANK N.V.

CANARA BANK

UNION BANK OF INDIA

CORPORATION BANK

AUDITORS

DALAL DESAI & KUMANA

BORKAR AND MUZUMDAR

REGISTERED OFFICE

BHARAT BHAVAN

4 & 6 CURRIMBHOY ROAD,

BALLARD ESTATE,

MUMBAI 400 001.

Notice to Shareholders

Notice is hereby given that the 44th Annual General Meeting of the Shareholders of Bharat Petroleum Corporation Ltd., will be held at Rangsharda Auditorium, Bandra Reclamation (near Circus Ground), Bandra (West), Mumbai - 400 050, on Monday, the 29th day of September, 1997 at 3.30 p.m., to transact the following Ordinary and Special Business :

A. Ordinary Business

1. To receive and adopt the Directors' Report (along with the addendum thereto) and the Audited Profit and Loss Account for the year ended 31st March, 1997 and the Balance Sheet as at that date with the Reports of the Statutory Auditors and the Comments and the Review of the Comptroller & Auditor General of India thereon.
2. To declare dividend.
3. To appoint a Director in place of Shri Devi Dayal, Additional Secretary, Ministry of Petroleum & Natural Gas, who retires by rotation in pursuance of Section 256 of the Companies Act, 1956, and is eligible for reappointment.
4. To appoint a Director in place of Shri V. K. Raina, Director (Marketing), who retires by rotation in pursuance of Section 256 of the Companies Act, 1956, and is eligible for reappointment.

B. Special Business

5. Appointment of Shri Ashok Sinha, Director (Finance) who was appointed as Additional Director by the Board and therefore holds office up to the date of the AGM, as Director of the Company :

To consider and, if thought fit, to pass the following Resolution, with or without modifications, as an Ordinary Resolution:

"RESOLVED that Shri Ashok Sinha be and is hereby appointed as a Director of the Company".

6. Appointment of Shri K.V.Rao, Joint Secretary, Ministry of Surface Transport, who was appointed as Additional Director by the Board and therefore holds office up to the date of the AGM, as Director of the Company :

To consider and, if thought fit, to pass the following Resolution, with or without modifications, as an Ordinary Resolution:

"RESOLVED that Shri K.V. Rao, Joint Secretary, Ministry of Surface Transport, be and is hereby appointed as a Director of the Company."

By Order of the Board of Directors

Registered Office :
Bharat Bhavan,
4&6 Currimbhoy Road, Ballard Estate,
Mumbai - 400 001
Date : 29th August, 1997

Sd/-
(K.S Manikashetti)
Company Secretary

Note :

1. Explanatory Statements under Section 173 of the Companies Act, 1956, in respect of the above items of Special Business are annexed hereto.
2. A member entitled to attend and vote at the meeting is entitled to appoint a proxy or proxies in the alternative to attend and vote instead of himself and such proxy need not be a member. Proxies, in order to be effective, should be deposited at the Registered Office of the Company not less than forty eight hours before the commencement of the Meeting.

EXPLANATORY STATEMENTS PURSUANT TO SECTION 173 OF THE COMPANIES ACT, 1956

Following are the Explanatory Statements in respect of Special Business indicated in the Notice dated 29-08-1997 :

Item No. 5 Appointment of Shri Ashok Sinha as Director of the Company

- a) Shri Ashok Sinha was appointed with effect from 22-11-1996 as Additional Director by the Board of Directors under the provisions of Article 77A of the Articles of Association of the Company, in accordance with the intention of the Government of India.
- b) Shri Sinha has further been appointed and has taken over as Director (Finance).
- c) Shri Sinha being an Additional Director, holds office up to the date of the Annual General Meeting and is eligible for appointment by the Company as Director at the Annual General Meeting. The Company has received a notice u/s 257 of the Companies Act, 1956 from a member proposing the name of Shri Ashok Sinha as Director of the Company.
- d) The Directors recommend appointment of Shri Ashok Sinha as Director of the Company.
- e) None of the Directors, except Shri Ashok Sinha, is interested in the Resolution.

Item No. 6 Appointment of Shri K.V.Rao, Joint Secretary, Ministry of Surface Transport, as Director of the Company

- a) Shri K.V. Rao, Joint Secretary, Ministry of Surface Transport, Government of India, was appointed with effect from 25-4-1997 as Additional Director by the Board of Directors under the provisions of Article 77A of the Articles of Association of the Company in accordance with the intention of the Government of India.
- b) Shri K.V. Rao, being an Additional Director, holds office up to the date of the Annual General Meeting and is eligible for appointment by the Company as Director at the Annual General Meeting. The Company has received a notice u/s 257 of the Companies Act, 1956 from a member proposing the name of Shri K.V.Rao as Director of the Company.
- c) The Directors recommend appointment of Shri K.V.Rao as Director of the Company.
- d) None of the Directors, except Shri K.V.Rao, is interested in the Resolution.

The documents referred to in the above explanatory statements are open for inspection during 14:30 hrs to 16:30 hrs on all the working days, at the Registered Office of the Company.

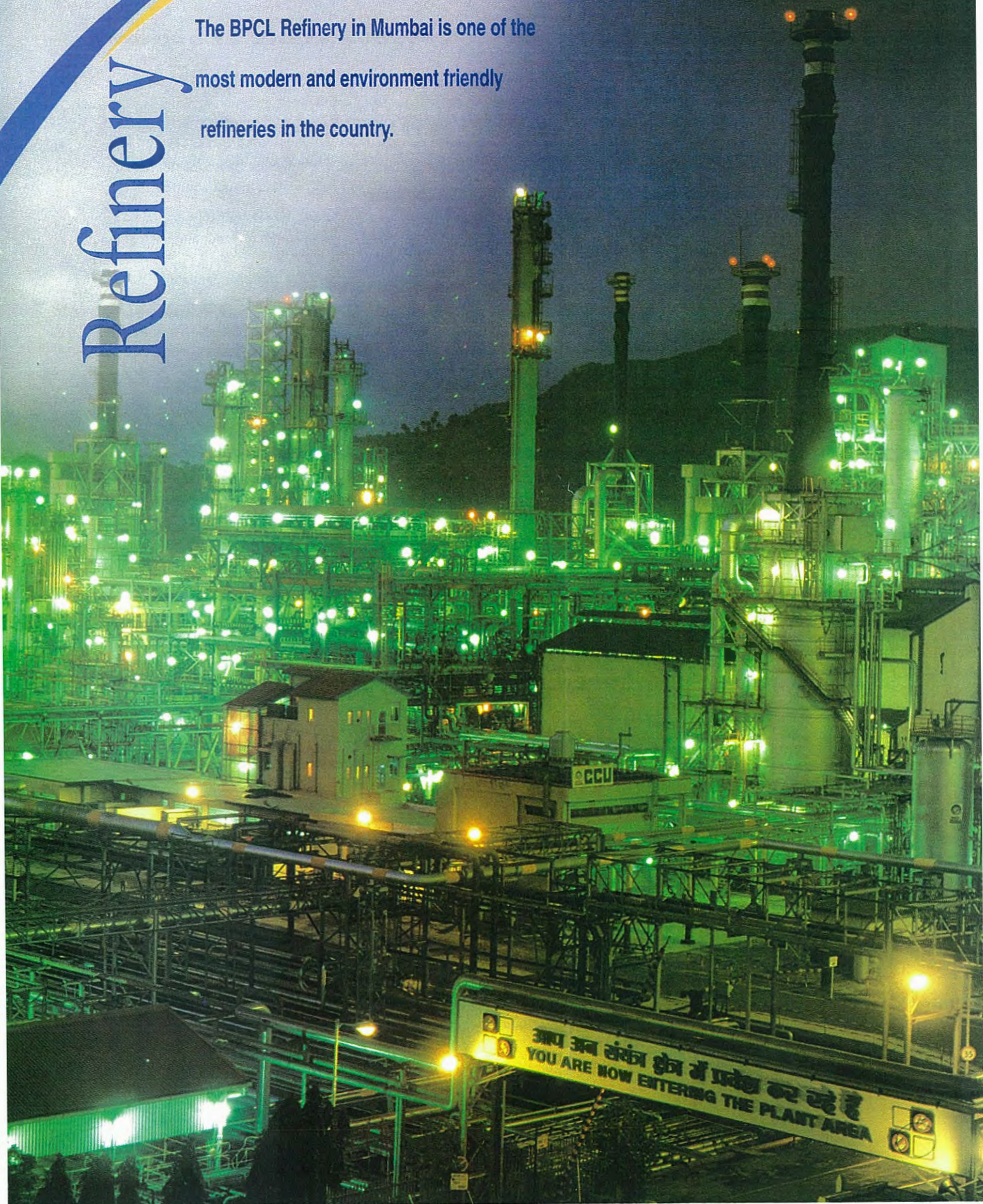
By order of the Board of Directors

Registered Office:
Bharat Bhavan,
4&6 Currimbhoy Road, Ballard Estate,
Mumbai 400 001
Date : 29th August, 1997

Sd/-
(K.S. Manikashetti)
Company Secretary

Refinery

The BPCL Refinery in Mumbai is one of the most modern and environment friendly refineries in the country.



DIRECTORS' REPORT

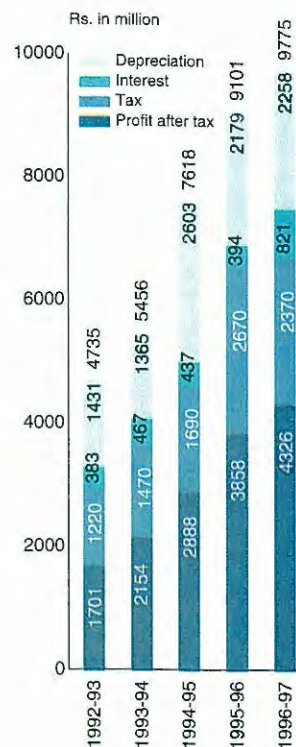
Your Directors take great pleasure in placing before you the 44th annual report on the performance of Bharat Petroleum Corporation Limited (BPC), together with the audited accounts for the year ended March 31, 1997.

BPC continued to post good results. The Company achieved its highest ever sales turnover and profits. The overall demand for petroleum products registered a lower rate of growth of 6.4% during 1996-97 as compared to 11% during the year 1995-96. Though this had reflected in lower growth rates for many of BPC products, we continued to outperform the industry by growing at 6.8%. With sales of 15.8 Million Metric Tonnes (MMT), BPC further strengthened the market share from 20.3% in 1995-96 to 20.4% during the year under review.

FINANCIAL HIGHLIGHTS

The gross profit before interest, depreciation and tax increased by 7.4% to Rs. 9775 million and the net profit increased by 12.1% to Rs. 4326 million. Highlights of the financial results as compared with those of the previous year are as follows :

	Rupees in Million	
	1996-97	1995-96
Sales Turnover	179892.48	148227.52
Profit before Depreciation	8935.66	8740.52
Depreciation	2258.12	2179.77
Profit before Tax	6677.54	6560.75
Prior Year's Income/(Expenses) - Net	18.43	(33.00)
Provision for Taxation	2370.00	2670.00
Profit after Tax	4325.97	3857.75
Excess/(Short) Tax Provision in earlier years written back/provided for	(250.00)	—
Transfer from Investment Allowance Reserve	252.06	14.66
Balance brought forward from the previous year	0.01	0.01
Amount available for disposal	4328.04	3872.42
The Directors propose to appropriate this amount as under :		
Towards Dividend	495.00	495.00
Towards Tax on Distributed Profits	49.50	—
For transfer to the General Reserve	3783.53	3377.41
Balance to be carried to the Balance Sheet	0.01	0.01

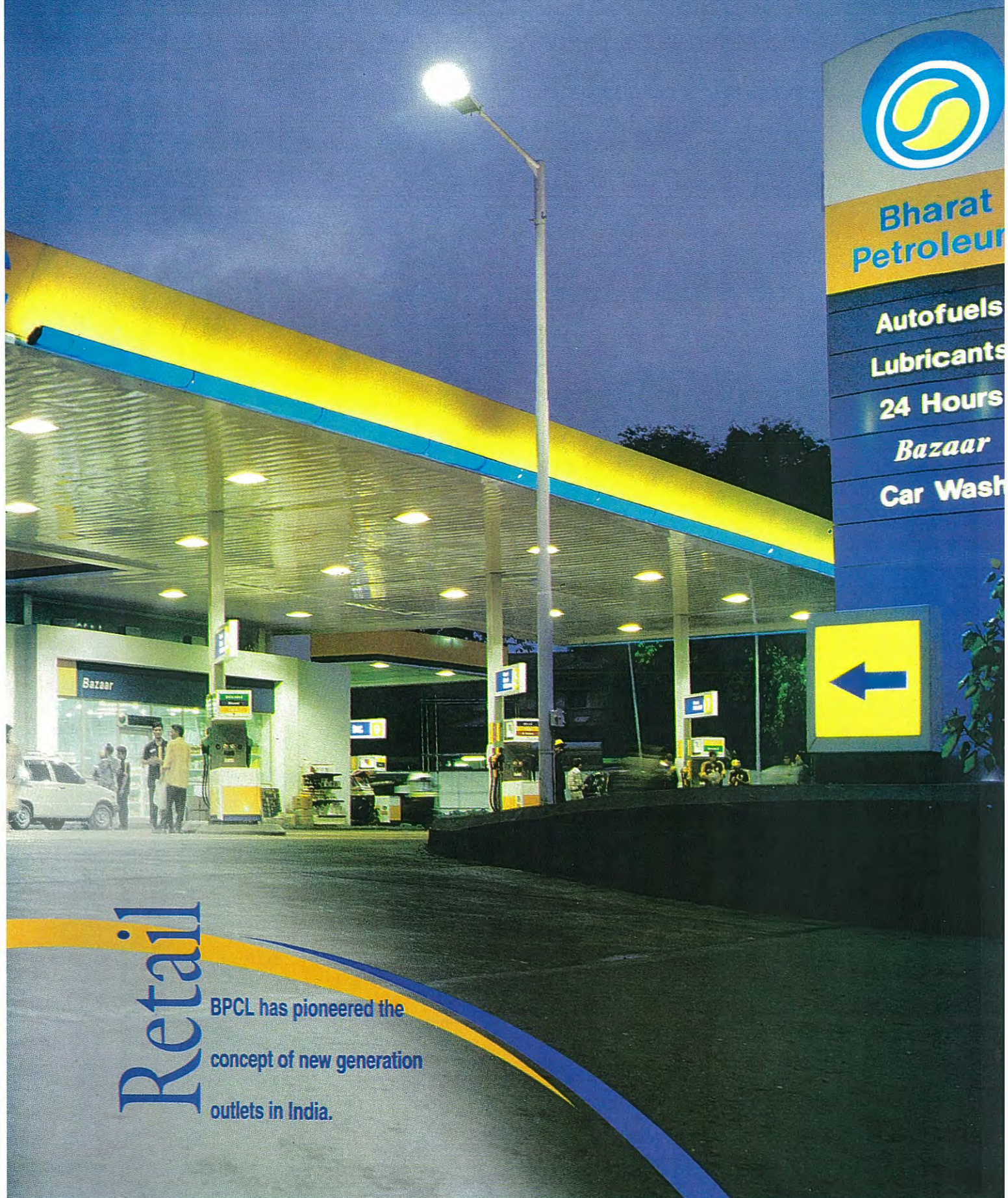


GROSS PROFIT

BPC CONTINUED TO
POST GOOD RESULTS.
THE COMPANY
ACHIEVED
HIGHEST EVER
SALES TURNOVER
AND PROFITS.

Retail

BPCL has pioneered the
concept of new generation
outlets in India.



The review of the accounts by the Comptroller & Auditor General of India, together with his comments thereon, under Section 619(4) of the Companies Act, 1956, and the replies of the Board are annexed.

The Directors are pleased to recommend, for your approval, a dividend of 33%, which will absorb Rs. 495 million. After providing Rs. 49.50 million for tax on distributed profits, an amount of Rs. 3783.53 million will remain for transfer to the general reserve. With this, BPC's net worth as on March 31, 1997 increased to Rs. 20849.47 million from Rs. 17318.00 million as at the end of the previous year.

The earnings per share (before adjusting for prior period tax and tax on distributed profits) translates to Rs.28.84, as compared to Rs.25.72 during 1995-96. Internal cash generation during the year increased to Rs.5782.13 million from Rs.5543.73 million last year. BPC contributed Rs.45415.79 million to the exchequer by way of taxes and duties vis-à-vis Rs.32013.65 million during 1995-96.

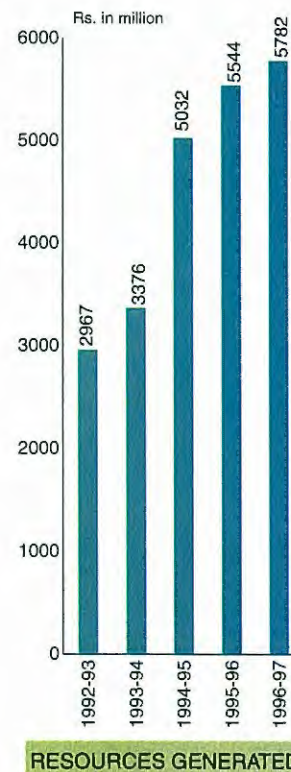
In addition to the provision for income tax payable for the year 1996-97, BPC has provided a sum of Rs. 250 million towards tax for earlier years. This provision has been made in view of the disallowance of the deduction claimed by us under Sec 80(IA) of the Income Tax Act, 1961. Though we have preferred an appeal against the disallowance, the provision has been made in accordance with BPC's accounting policy.

Due to non receipt of dues from the Oil Co-ordination Committee, coupled with increase in the fund requirement for capital expenditure, BPC had to resort to borrowings. A sum of Rs.2468 million was raised through private placement of 15.5% secured redeemable non-convertible bonds, due for redemption in March, 2000. The issue of these triple 'A' rated bonds received an overwhelming response from the investors.

Borrowings from Banks increased to Rs.5688.37 million from Rs.2873.08 million at the close of the previous year. The term loans from banks, and that from the World Bank stood at Rs.626.68 million and Rs.266.55 million respectively (previous year - Rs.350.71 million and Rs.327.98 million). During the year, a loan of Rs. 1300 million was drawn from the Oil Industry Development Board. The other term loans as at March 31, 1997 stood at Rs.43.37 million as compared to Rs. 81.44 million as at the end of the previous year. Inter Corporate Deposits reached a level of Rs. 550 million at the end of the year.

Public Deposits as at March 31, 1997, stood at Rs.2658.98 million as compared to Rs.1557.76 million at the end of the previous year. The amount of deposits matured but unclaimed at the end of the year was Rs.16.85 million, which pertained to 574 depositors.

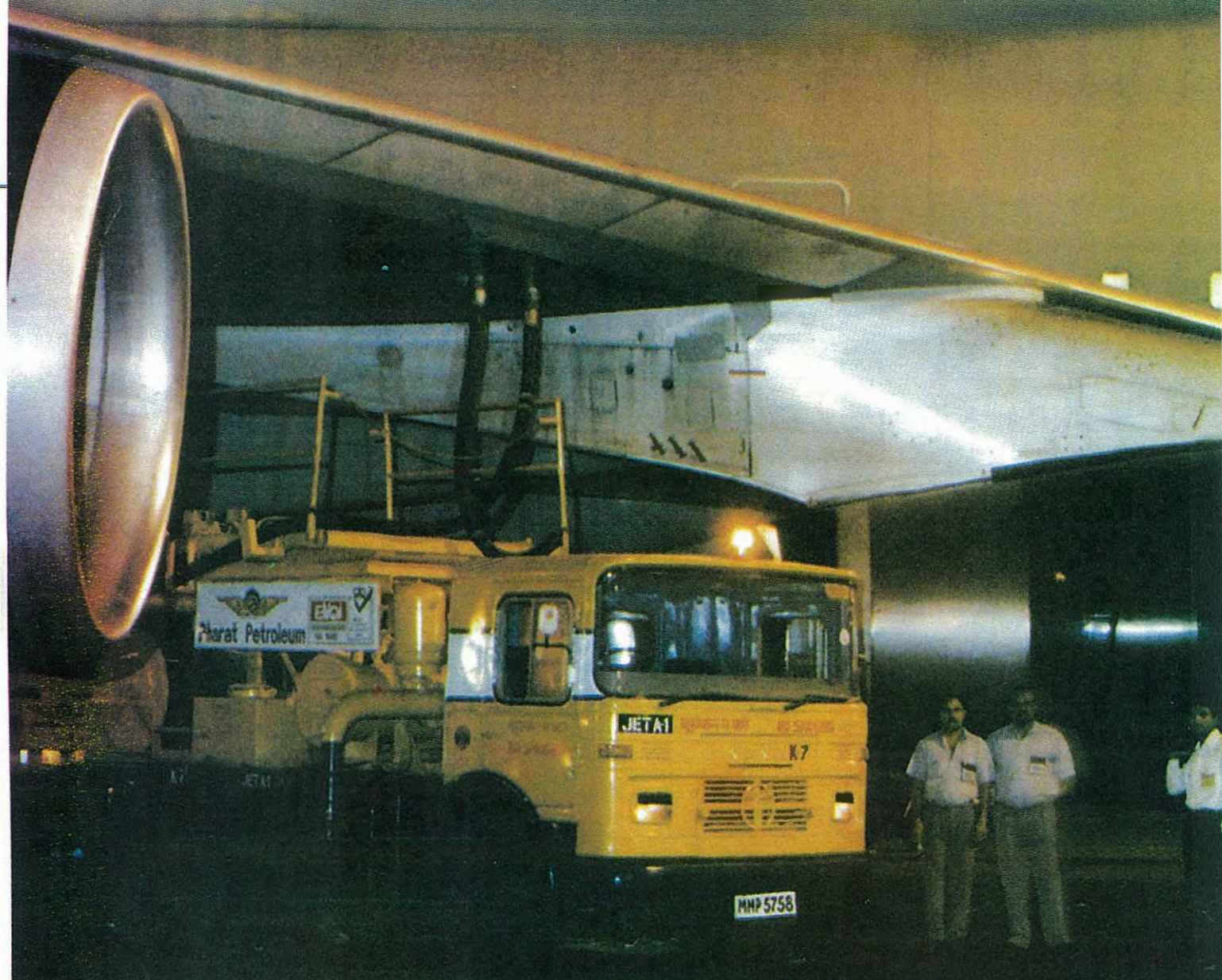
BPC was one of the first few companies to enter into an agreement with the National Securities Depository Limited, making it possible for shareholders to hold the securities in the electronic form.



BPC WAS ONE OF THE FIRST FEW COMPANIES TO ENTER INTO AN AGREEMENT WITH THE NATIONAL SECURITIES DEPOSITORY LIMITED, MAKING IT POSSIBLE FOR SHAREHOLDERS TO HOLD THE SECURITIES IN THE ELECTRONIC FORM.

Aviation

Quality and service make
Bharat Petroleum the preferred
suppliers to leading international
and domestic airlines.



BPC has installed the necessary software and hardware for this purpose. Activity in this form has commenced and a few shareholders have dematerialised some of their scrips.

BPC's Annual Report for the year 1994-95 was selected by the Institute of Chartered Accountants of India as the best presented amongst the public sector/joint sector companies. This award was received for the second year in succession. The said report was also adjudged as the second best presented in the non-financial sector in the SAARC region by the South Asian Federation of Accountants (SAFA).

PERFORMANCE OF THE REFINERY

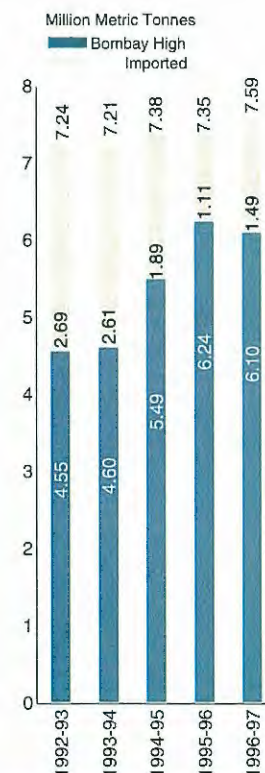
Crude throughput at the Refinery was the highest ever at 7.59 MMT yielding 7.41 MMT of refined products. The Refinery continued to operate at a capacity utilisation of over 120%. This was achieved inspite of the scheduled shutdown of major processing units for maintenance.

BPC's Refinery has one the most flexible configuration in the country and has so far processed 46 different types of crude. Six types of crude were processed during the year. Of the total crude processed, 80.3% was Bombay High crude. The intermediate streams processed include Methanol, Natural Gasoline and Vacuum Tower Bottoms & High Aromatic Naphtha.

Light and middle distillates (like LPG, motor spirit, diesel and kerosene) constitute 81.6% of the country's demand for petroleum products and therefore, these are the most sought after products. It is expected that in the years to come, the demand for these products will further increase. 85.1% of our Refinery's production during 1996-97 was in terms of light and middle distillates.

The Refinery achieved all time high production levels of Hexane (30,520 tonnes), Mineral Turpentine Oil (84,465 tonnes) and Aromatics (Benzene and Toluene) (102,222 tonnes). Although the production of C_3 increased marginally to 19153 MT, its production had to be curtailed due to inadequate demand.

BPC recognises its responsibility towards reducing the levels of automotive emissions. The Refinery is the only one in the country that produces Methyl Tertiary Butyl Ether (MTBE), which is used as an octane booster in place of Tetra Ethyl Lead. Our MTBE production is utilised for production of unleaded petrol for consumers in Mumbai. BPC is also producing HSD with a reduced sulphur content of 0.25% (by weight).



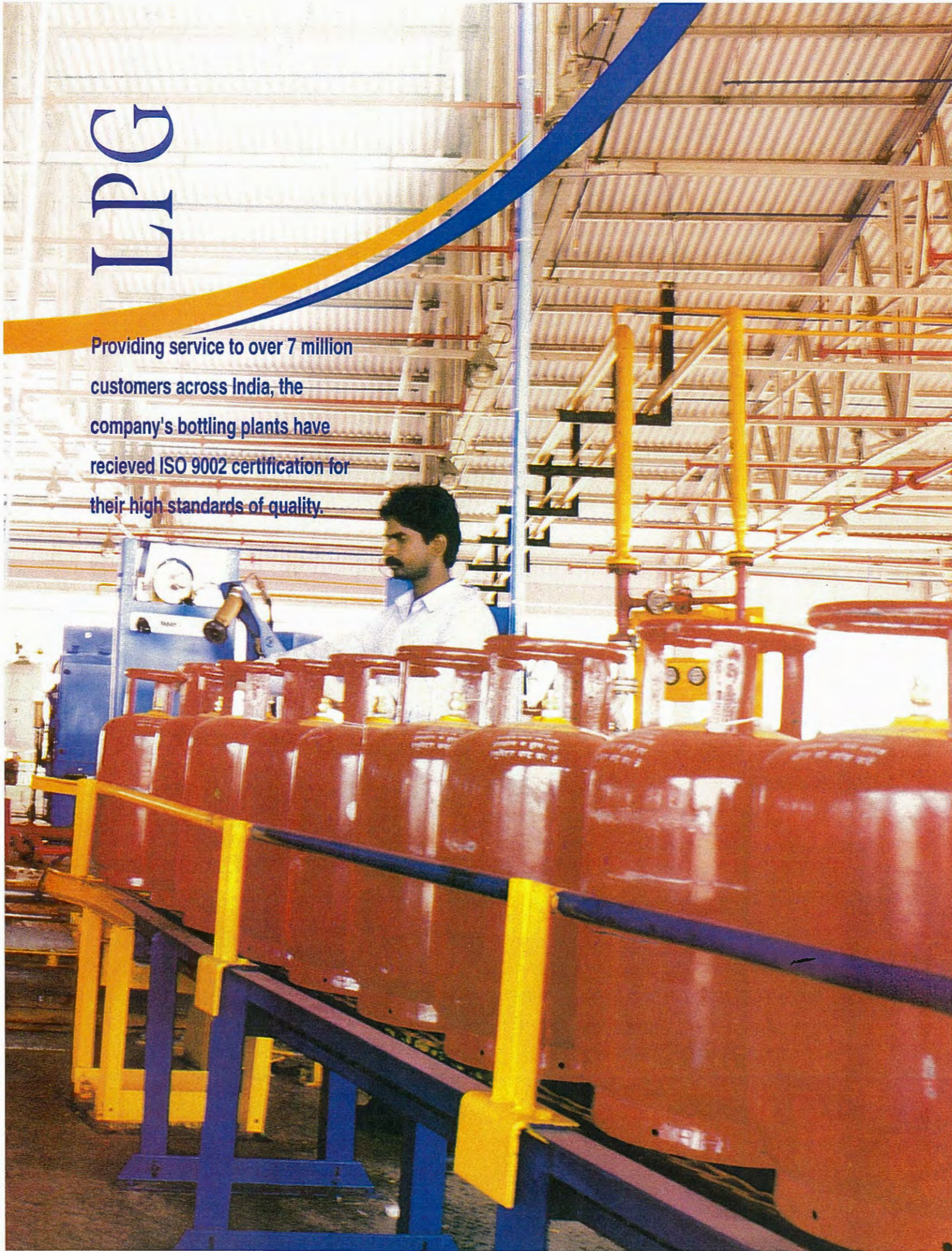
CRUDE PROCESSED(MMT)



BPC RECEIVES THE SILVER SHIELD FROM ICAI FOR THE BEST PRESENTED ACCOUNTS OF PUBLIC AND JOINT SECTOR COMPANIES FOR THE YEAR ENDED 31st MARCH, 1995

LPG

Providing service to over 7 million customers across India, the company's bottling plants have recieved ISO 9002 certification for their high standards of quality.



BPC's Refinery received ISO 9002 certification from Det Norske Veritas, Netherlands.

Two crude oil tanks with an effective storage capacity of 40,000 MT each and two Slop tanks with associated pumping facilities were commissioned at the Refinery during the year under report at a total cost of Rs.411 million.

The High Vacuum Unit was revamped in June, 1997 at a cost of nearly Rs.217 million. This unit will help in maintaining a uniform crude throughput rate while processing both Bombay High and imported crudes.

MARKETING PERFORMANCE

RETAIL SALES

Retail sales constitute 63.6% of BPC's total sales. Against an industry growth rate of 8% in this segment, BPC recorded a growth of 9.2%, which is the highest by any oil company. With sales of 10056.1 Thousand Tonnes (TMT) in MS, HSD and SKO, our market share in this segment increased to 24.5%. The average throughput per BPC retail outlet was 202.78 Kilolitres (KL) per month, which is higher than the industry average throughput of 193.24 KL per month.

In order to stay ahead of the competition, BPC has been making efforts to improve the levels of service to its customers and to modernise the facilities at its retail outlets. Last year, for the first time in the country, BPC introduced international standard, state-of-the-art facilities at three of our existing retail outlets, which were remodelled in line with Shell's retail visual identity, as demonstration sites. Though a major part of the capital cost of these upgradations is being borne by Shell, Bharat Shell Ltd. (BSL), the outlets continue to be owned by BPC and the marketing margins accrue to BPC.

BPC has also commissioned three New Generation Retail Outlets, at par with international standards, under its own brand. The consumer response to these remodelled outlets has been overwhelming. These New Generation Retail Outlets have all the modern facilities (including automatic car wash facility), and also have Convenience Stores attached to them. Our endeavour over the next four years is to convert 45 more outlets on these lines. At the remaining outlets also, facilities are being upgraded. BPC plans to spend about Rs. 6,000 million on modernisation in the retail sector.

BPC is proud that these state-of-the-art retail outlets have set totally new standards which infact have encouraged others in the industry to improve facilities at their retail outlets. BPC will constantly strive to delight customers with even better offerings on an ongoing basis.

All out efforts continued to be made to enhance the levels of customer service. Dealer motivational schemes continued and comprehensive training programmes for driveway salesmen were undertaken. A special campaign - "Caring Dealer Campaign" was launched



CONVENIENCE STORE AT A BPC
NEW GENERATION PETROL STATION



Lubricants

High performance and
environment friendly lubricants
meet International standards.

at select retail outlets all over the country, to focus on courteous behaviour, good housekeeping, and improved forecourt service.

Last year, 100 of our retail outlets supplied unleaded petrol (ULP). The number increased to 245 as on March 31, 1997. During 1997-98, we will be making ULP available at many more outlets.

61 retail outlets and 12 SKO/LDO dealerships were commissioned during the year, taking the total number of retail outlets to 4373 and SKO/LDO dealerships to 962. Of the dealerships commissioned during the year, 23 retail outlets and 2 SKO/LDO dealerships were under the Financial Assistance Scheme extended to SC/ST allottees.

DIRECT MARKET

Sales to bulk consumers increased by 3.7% over the last year as against an industry growth rate of 4.8%. However, higher than the industry sales growth was achieved in Naphtha (44.9%), Hexane (24.3%), Benzene (33.4%), Toluene (74.8%), Furnace Oil (7.1%), LABFS (20.7%) and HSD (7.8%).

68 HSD Consumer Pumps and 2 Railway Consumer Depots were commissioned during the year.

An agreement was signed with GVK Industries, Andhra Pradesh for the supply of naphtha to their power plant. GVK Industries are the first independent power producers in the country to be commissioned.

LUBRICANTS

The lubricants sector has witnessed significant activity since its decontrol in 1993. The entry of several leading multinational players in this field has intensified the competition leading to a fall in the market share of the existing players. The total share of the public sector players declined from 88% in 1991-92 to 65% in 1995-96. BPC's sales also suffered and our market share dipped from 12.3 % in 1991-92 to a low of 7.5% in 1995-96.

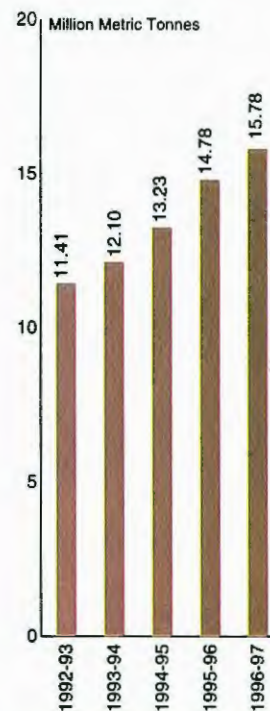
During the year, BPC tried to reverse the trend and snip the decline that was taking place. For the first time in five years, we achieved a growth, though only of 1.4%. This was against the growth rate of 0.7% by the public sector players. The combined sales of lubricants by BPC and our joint venture company, Bharat Shell, registered a growth of 13.3% over the previous year.

During the year, ISO 9002 accreditation was obtained from KPMG Quality Registrar for our Wadilube Oil Blending Plant. 11 new Lube distributorships were commissioned.

Strong emphasis is being placed on this segment and we should soon be able to sustain a healthy growth. Various options are being aggressively pursued. Some of the formulations are being improved and new packages are being introduced. It is expected that improvements will soon show results.

LPG

LPG Sales touched the 1 Million Metric Tonne mark during the year, registering a growth of 10.5% and giving BPC a market share of 24.4%. During the year, 574,641 new domestic consumers were enrolled and 466,387 second



SALES VOLUME (MMT)



BPC's NEW LPG BOTTLING PLANT AT GUMDIPOONDI NEAR CHENNAI



Logistics

BPCL plans the movement of petroleum products across the length and breadth of the country through a network of modern installations and depots.

(additional) cylinders were released. With this, the total number of Bharat Gas consumers as on March 31, 1997 was 6.93 million. 68% of these consumers have two cylinders.

88 new distributorships were commissioned including those under the Financial Assistance Scheme, increasing our LPG distributorship network to 1146, catering to 578 markets across the country.

During the year, a new greenfield bottling plant of 22 TMTPA was commissioned at Gumdipoondi near Chennai taking the LPG filling capacity at our Bottling Plants to 908 Thousand Metric Tonnes per Annum (TMTPA) in 1996-97 from 886 TMTPA during 1995-96. The total quantity of LPG filled at these plants was 987 TMT.

BPC was the first in the industry to be awarded ISO 9002 accreditation for an LPG Bottling Plant. During the year, ISO 9002 was awarded by Bureau Veritas Quality International to our LPG Bottling Plants at Hissar and Lucknow. With this, 5 of BPC's 20 bottling plants have received ISO 9002 certification.

AVIATION

With sales of 485,000 Metric Tonnes, BPC has a share of 22.5% of the total Aviation Turbine Fuel market and 43% of the foreign airlines business. The year witnessed a decline in ATF sales due to changes in operations of two of our major customers.

During the year, ISO 9002 was awarded to our Aviation Stations at Mumbai, Calcutta, Delhi and Bangalore by Bureau Veritas Quality International.

BPC has 16 aviation fuelling stations. During 1996-97, possession of land was taken for construction of new aviation fuelling stations at Bhubaneshwar and Jaipur. Facilities at our fuelling station at Chennai are also being enhanced.

BPC plans to put up the hydrant fuelling system at the New Cochin International Airport. A formal MOU to this effect has been signed with the Cochin International Airport Limited in May 1997.

PRODUCT DISTRIBUTION NETWORK

Product tankage of 195,400 KL was commissioned at various locations across the country at a cost of Rs.1594.6 million. This includes 7 depots, 3 tap off points (TOP), 1 coastal installation, and 1 inland installation. Additional tankage were also commissioned at some of the existing installations. With this, BPC's total tankage increased to 1,814,400 KL.

At the close of the year, our distribution network comprised of 8 coastal installations, 5 inland installations, 3 bunkering installations, 2 lube oil blending plants, 10 pipeline TOPs, 67 company operated depots, 64 commission operated/special agreement depots and 26 despatch units.

During the year, BPC was awarded ISO 9002 accreditation by Bureau Veritas Quality International for its depots at Miraj and Mysore.

BPC WAS AWARDED
ISO 9002
ACCREDITATION BY
BUREAU VERITAS
QUALITY
INTERNATIONAL FOR
ITS DEPOTS AT MIRAJ
AND MYSORE.



To meet the diverse needs of the Indian
industry, Bharat Petroleum manufactures
a wide range of quality products like
NAPHTHA, LSHS, SBP spirits, Benzene, Toluene etc.

Industrial

BPC inducted 218 of the larger and more efficient Bogie Type Pneumatic (BTPN) tankwagons under the railways "Own Your Wagon Scheme". Orders for another 130 BTPN wagons are under execution.

The Kandla Complex for which BPC is the industry co-ordinator achieved a record throughput of 10.44 MMT during 1996-97.

INTERNATIONAL TRADE

During the year, the International Trade Division facilitated imports of 7.5 TMT of Base Oils for BPC, 13 TMT SKO and 16 TMT of LPG for parallel marketers. 542.3 TMT of Naphtha and 21.8 TMT of LSHS was also exported through the canalising agency.

HUMAN RESOURCES

252 management staff and 148 non-management staff were recruited during the year under report, which is inclusive of 111 management staff and 99 non-management staff belonging to SC/ST/OBC categories. The total number of employees at the end of the financial year stood at 11704 comprising 3231 management staff and 8473 non-management staff.

BPC takes pride in its people and recognises them as its competitive edge - the key to its future. Constant efforts are made to nurture the spirit of entrepreneurship and innovation. Great emphasis is placed on human resource development and training. The major focus of training during the year was on enhancing of skills to prepare employees for the changing environment. Approximately 7000 employees participated in various in-house training programmes. A number of management staff were also nominated to programmes conducted by reputed management institutes. A series of training programmes for Driveway Salesmen, on servicing customers were organised.

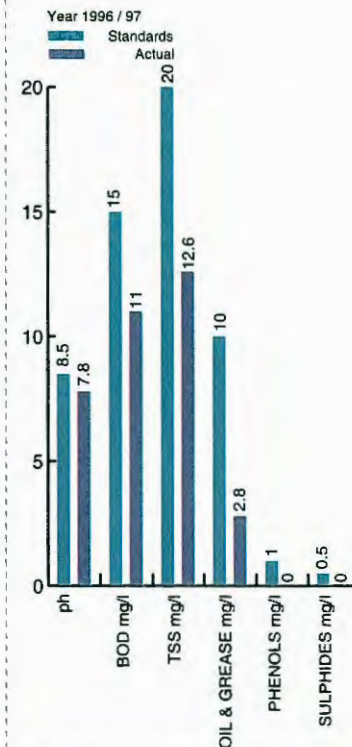
Industrial Relations during the year were cordial. In the Refinery, a Long Term Settlement (LTS) on wages was formally signed in conciliation on May 17, 1996 with two of the three unions covering about 78% of the Refinery workmen. The remaining union has also signed the LTS during 1997-98. This brings to an end two decades of stalemate over the terms and conditions of the Refinery workmen.

Information required under Section 217 (2A) of the Companies Act, 1956, read with Companies (Particulars of Employees) Rules, 1975 is annexed.

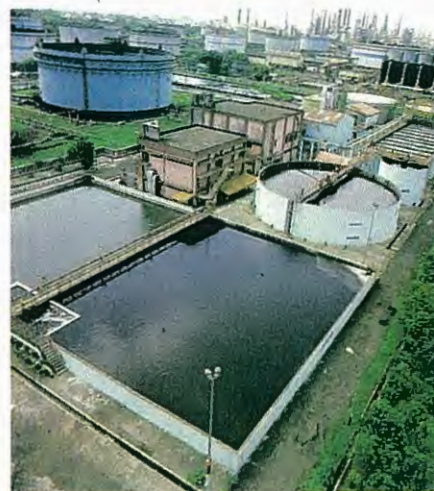
ENVIRONMENT PROTECTION

Efforts are continuously made towards conservation and improvement of the environment. New technologies are adopted wherever possible.

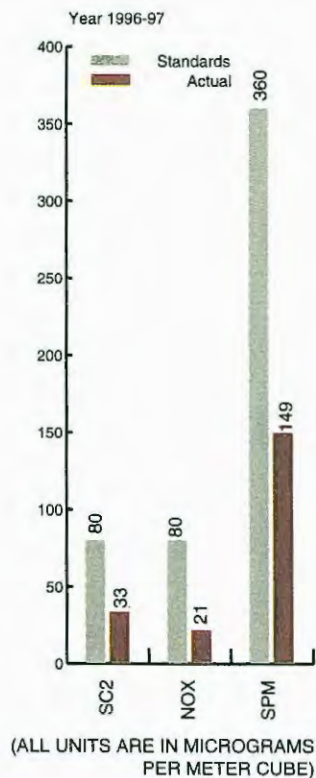
Low Lead MS (with 0.15 gms of lead per litre) was introduced in the country from January 1, 1997. HSD with a maximum sulphur content of 0.5% by weight was introduced in the metro cities and in the



**EFFLUENT WATER QUALITY
VIS-A-VIS STATUARY STANDARDS
AT BPCL REFINERY**



**THE EFFLUENT TREATMENT PLANT AT
BPC'S MUMBAI REFINERY**



**TYPICAL AMBIENT AIR QUALITY
VIS-A-VIS STATUTORY
STANDARDS AT BPCL REFINERY**



**HON'BLE MINISTER OF STATE FOR
PETROLEUM & NATURAL GAS,
Mr. T. R. BAALU, PRESENTING THE
LPG SAFETY AWARD TO THE C & MD**

Taj Trapezium with effect from April 1996. From September 1996, HSD with a maximum sulphur content of 0.25% by weight was introduced in the Taj Trapezium. To meet the requirement all over the country of HSD with the revised specification of maximum sulphur content of 0.25% by weight from April 1999, facilities for Diesel Hydro de-sulphurisation are being put up in the Refinery. Distribution of other Low Sulphur Fuels (with a maximum sulphur content of 1.8% by weight) was started in the National Capital Region from October 1996. Consequently, the use of High Sulphur FO and RFO has been discontinued in this region.

BPC conducted two campaigns on behalf of the industry: the first on the importance of LPG conservation and the second on the introduction of Low Leaded Petrol. BPC also participated in an exhibition organised on environmental issues in Chembur during December 1996. BPC's stall was adjudged the best in the exhibition.

SAFETY

Safety continued to be accorded the highest priority in BPC, both in refining and marketing operations.

During the year, the Refinery achieved 3 Million Man Hours without Lost Time Accident (LTA) on one occasion and 1 Million Man Hours without LTA on two occasions.

As a result of higher exposure to various safety awareness programmes, there has been a reduction of injuries during the year by 34% for BPC employees and 43% for contractors' employees. Moreover, the frequency of Lost Time Accidents has come down from 1.5% to 0.6% for our employees and from 5.6% to 1.7% for contractors' employees. To enhance safety performance, safety by walk-around concept was introduced wherein experienced officers have been appointed as safety surveyors and safety sampling is done by senior management staff. A safety symposium was organised at the Refinery during the year in which members from the Oil Industry, Government bodies, Oil Industry Safety Directorate and Engineers India Limited participated.

Safety management, awareness and motivation for safety continued with added impetus across all establishments. BPC was adjudged the winner of Oil Industry Safety Awards for its safety performance being the best among all the "LPG Marketing Organisations in 1995-96" for the fourth year in succession. One-minute films on the safe handling of LPG were screened on popular TV channels to maximise public awareness on LPG safety. The programmes had a high recall.

CONSERVATION OF ENERGY

Energy conservation efforts received continuous focus both in terms of improvement in existing operations as well as development of new projects.

In order to improve waste heat recovery and thereby reduce fuel consumption, additional coils were installed in the convection banks of furnaces in the Crude Distillation Unit (CDU). Heat recovery during operation was improved by the provision of Sonic soot blowers in the air preheaters of some of the CDU furnaces.

For effective monitoring, loss reduction and improvement in the environment, a portable steam trap performance instrument "Trapman", a fugitive emission monitor, and a sonic dip tape for accurate cross checking of tank dips/temperatures were put to use.

The above measures, coupled with sustained operation and high onstream factor for major processing units, resulted in controlling the fuel & loss to 5.94% by weight on crude which is the best achieved over the last few years.

The Refinery observed the month of October 1996 as a Loss Control Month and various strategies for reduction of hydrocarbon loss were identified and implemented. Consequently, the Refinery has been able to reduce hydrocarbon losses for the year to 0.61% by weight compared to 0.86% by weight in the previous year.

A joint oil conservation survey of the Refinery was carried out alongwith members from other refineries in the area of steam leaks as a part of oil conservation fortnight programme to identify the areas of improvement.

TECHNOLOGY ABSORPTION

To control biological growth and to replace chlorine by an alternative environment friendly chemical, a new biocide was identified and successfully tried in sea cooling water system. A non-hydrocarbon type corrosion inhibitor was identified for reducing corrosion of the overhead system in Sour Water Stripper and trials for the same are under progress. Two new catalysts have been tried for yield improvement in the Fluid Catalytic Cracking Unit and the Catalytic Cracking Unit.

The particulars with respect to the conservation of energy and technology absorption required to be furnished pursuant to Section 217 (1) (e) of the Companies Act, 1956 and the Rules thereunder, are as given in Forms A & B, which are annexed.

MEMORANDUM OF UNDERSTANDING

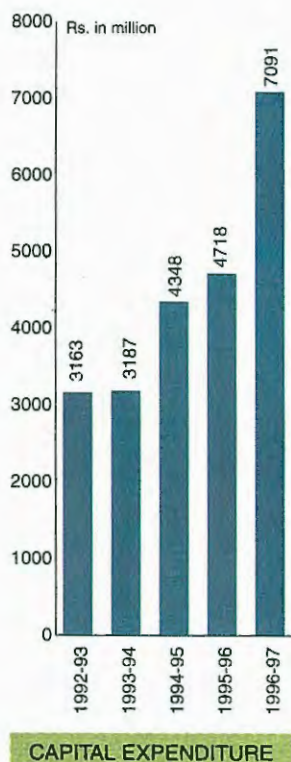
For the seventh successive year, BPC has entered into a Memorandum of Understanding (MOU) with the Ministry of Petroleum & Natural Gas (MOP&NG). The performance rating awarded to BPC was "Excellent" for the year ended March 31, 1996. Based on an internal evaluation of performance for the year under review, BPC once again merits, subject to approval by the Government of India, an "Excellent" rating.

SOCIAL WELFARE ACTIVITIES

During the year, BPC adopted 11 SC/ST villages under the Component & Tribal Sub-Plan - Jahazpur (District Purulia), Mankara, Khiddirpur and Ayodhyanager (District Murshidabad), Uttar Goalpara (District Uttar Dinajpur), Mungadih, Jaradih, Dimra Obar (District Ranchi), Jyotinagar (District Belgaum), Tembre



SHRI JANESHWAR MISHRA, HON'BLE MINISTER FOR PETROLEUM AND NATURAL GAS, IN DISCUSSION WITH C & MD AND DIRECTORS.



(District Raigad). The facilities provided include community centres, tube/borewells, educational support, medical facilities, vocational guidance and training to make the villagers self-reliant and improve their standard of living.

BPC encouraged health care activities through sponsorship of a film by Cancer Patients Aid Association on cancer prevention and awareness; Trauma Care Consortium Project for providing urgent medical care for accident victims; and Child health programme undertaken by CRY.

In the field of sports, BPC sponsored the Santosh Trophy Football National Championship for the fourth consecutive year.

FOREIGN EXCHANGE EARNINGS/OUTGO

The details of foreign exchange earnings and outgo are given below :

	Rs. Million	
	1996-97	1995-96
Earnings in Foreign Exchange	4172.04	3610.42
— includes receipt of Rs.3012.77 million (Rs.2624.02 million during the previous year) in Indian Currency out of the repatriable funds of Foreign Airline Customers.		
Foreign Exchange Outgo	710.91	865.26
— on account of purchase of Raw Materials, Chemicals, Catalysts, Spare Parts, International Trading Activities etc.		

OFFICIAL LANGUAGE IMPLEMENTATION

Thirty three Official Language Implementation Committees continue to review the progress made in Hindi implementation. The Parliamentary Committee on Official Language visited various locations of BPC and commended BPC's efforts towards the implementation of Hindi.

CAPITAL EXPENDITURE

The total capital expenditure during the year amounted to a record Rs.7881 million. Since its take-over by the Government in 1976, BPC has incurred Rs.40804 million on capital expenditure, of which Rs.35917 was met out of internal resources.

Our efforts have been directed towards building infrastructure which will keep pace with the company's growth. The massive distribution network, painstakingly developed over the years, will remain our competitive strength in times to come. Over the next few years we plan to invest Rs.16000 million in strengthening our asset portfolio.

MAJOR PROJECTS IN PROGRESS

At the Refinery

Three existing utility boilers which were 35 years old are being replaced by modern high efficiency boilers at an estimated cost of Rs.320 million. This will result in improved efficiency of steam generation. One high efficiency boiler unit has already been commissioned in March, 1997. Work on other boilers is in progress.

In Marketing

The Mumbai - Manmad Product Pipeline, a 18" diameter, 250 km long cross-country pipeline, for transportation of white oils from Mumbai to Manmad, with an estimated cost of Rs.3986 million, is progressing at a fast pace. Mechanical, electrical and instrumentation tenders for the Manmad terminal have been awarded. Work on the railway siding is in progress and the process package has been released. Site grading work in the tankage area has almost been completed. Structural steel fabrication and erection jobs are in progress. Mainline laying work has commenced in three sections. The project is expected to be completed by April 1998.

Additional product tankage with a capacity of 787,000 KL is under construction at 23 locations at an estimated cost of Rs.4360 million. Construction of a 22 TMTA LPG Bottling Plant at Calcutta and a 10 TMTA LPG Bottling Plant at Sultanpur in U.P. is at an advanced stage. These plants are expected to be commissioned during the current year. Project activities are also in progress for a 10 TMTA LPG Bottling Plant at Raiganj in West Bengal. The estimated cost for these plants is Rs.390 million.

MAJOR PROJECTS PLANNED

Hydro De-sulphurisation Project

Hydro De-sulphurisation facilities are proposed to be put up at an estimated cost of Rs.6222 million, to reduce the sulphur content in HSD to a maximum of 0.25% by weight. The project is expected to be completed by March 1999.

Product Terminal at the Central India Refinery, Bina, Madhya Pradesh

A product terminal is to be put up at Bina with associated facilities for pipeline, rail and road despatch of products that will be available from BPC's joint venture Bina Refinery. This project is estimated to cost Rs.4630 million and would be completed to synchronise with the completion of the Bina Refinery. Approval of the Government for the terminal is expected to be communicated shortly.



MUMBAI - MANMAD PIPELINE PROJECT

TO MEET THE DEFICIT
IN LPG DEMAND
DURING THE IX PLAN
PERIOD, LPG IMPORT
FACILITIES ARE
PLANNED AT PARADEEP
WITH A CAPACITY OF
600 TMTPA.

New Jetty alongwith Coastal Installation at Jawaharlal Nehru Port Trust (JNPT)

The project envisages setting up of a new jetty alongwith a coastal installation with evacuation facilities by road/ rail. The installation will have a total tankage of 100,000 KL on 20 hectares of Port land. The total cost of the project, is estimated at Rs.1400 million. The jetty and dock lines are to be jointly executed by BPC and IOC with BPC as the lead company. A pre-feasibility report has been submitted to JNPT which is under consideration by Ministry of Surface Transport. This project is expected to be completed within 24 months from the date of approval.

Additional Product tankages

New depots are envisaged at 35 locations with a total tankage of 424,000 KL at an estimated cost of Rs.4840 million.

LPG Import Facilities at Paradeep

To meet the deficit in LPG demand during the IX Plan period, LPG import facilities are planned at Paradeep with a capacity of 600 TMTPA. 85 acres of land for the development of the LPG import terminal have been allotted. The project, estimated to cost Rs.1560 million, is expected to be completed within 42 months from the date of the Government approval.

Jetty and coastal terminal at Mundra

The project envisages setting up of a deep draft jetty and a transit terminal at Mundra on the Gujarat coast. The terminal is proposed to be linked by a pipeline to the Kandla facilities for evacuation and transportation towards the North West. The project is being planned jointly with IOC. L&T has been retained for conducting a pre-feasibility study on the above project.

Jetty at Kandla

BPC has been allotted a jetty to be developed at Kandla to meet the liquid fuel requirement of Independent Power Producers. The cost of this project would be Rs. 400 million and it would be completed in 24 months. This is in addition to the conversion of the virtual jetty at Kandla to a permanent jetty, which will be jointly executed by IOC and BPC, with IOC as lead Company.

Apart from the jetty, BPC is also in the process of laying two dock lines with a diameter of 24" each at Kandla, which would facilitate faster turnaround of tankers. This project is slated to be completed by December 1997 at a total cost of Rs.600 million.

Dock lines at Vizag and Chennai

BPC has already laid three dock lines from the jetty at Chennai to our Tondiarpet installation. Work for laying three dock lines from the jetty to our Vizag installation is fast progressing.

Additional LPG tankage along the GAIL Pipeline

In view of GAIL's proposed LPG pipeline from Gujarat coast to Delhi, additional tankage would be put up during the IX Plan along the route of the pipeline at BPC's bottling plants at Hariyala, Jaipur, Piyala and Loni (Ghaziabad) at an estimated cost of Rs.1500 million.

New LPG Plants under IX Plan

BPC will be developing 30 new LPG Bottling Plants and augmenting 6 existing LPG Bottling Plants, at an estimated cost of Rs.7580 million enhancing the bottling capacity by 758 TMTA during the IX Plan period.

JOINT VENTURES

Refineries

BPC is building refineries, through the joint venture route. These refineries will add 16 MMTA capacity in Bina, Numaligarh and Sultanpur. This increased capacity will help to address the current gap between our production and our marketing requirement.

Central India Refinery

The 6 MMTA joint venture Refinery being set up by Bharat Oman Refineries Ltd. (BORL), BPC's joint venture with the Oman Oil Company Ltd. (OOC) at Bina in Madhya Pradesh, with related crude oil import facilities at Vadinar in Gujarat, received Government approval in December 1995. The Refinery project is scheduled to be mechanically completed by November 2000. The estimated cost of the project is Rs.52770 million including a foreign exchange component of Rs.16860 million. BPC will be investing 26% of the equity which is estimated at Rs.5490 million, based on a debt : equity of 1.5 : 1. The actual expenditure upto March 31, 1997 stood at approximately Rs.260 million. A major milestone was achieved in this project with the award of the Front End Engineering Design and Project Management Consultancy contract to Engineers India Limited with Parsons, UK as their sub-contractor. Surveyors for the oceanographic studies have already been selected. Jobs relating to the Right of Use / Right of Way for the cross country crude oil pipeline are progressing as per schedule. Efforts are being made to obtain clearances for the Single Point Mooring (SPM) location from the Government of Gujarat. The draft report on risk assessment studies for the SPM location has been received from National Environmental Engineering Research Institute (NEERI).

Numaligarh Refinery

Implementation of the project for setting up a 3 MMTA Refinery at Numaligarh in Assam, by Numaligarh Refinery Ltd. (NRL), a joint venture with IBP Co. Ltd, and the Government of Assam, is progressing at a fast pace. The revised estimated cost of the project is Rs.24974 million (based on July 1996 prices).

The overall progress achieved (upto July 1997) is 70% with an actual expenditure of Rs.9200



NUMALIGARH REFINERY PROJECT

BHARAT SHELL LIMITED
MARKETS SHELL
BRANDED LUBRICANTS
THROUGHOUT THE
COUNTRY AND HAS
ACHIEVED A
SIGNIFICANT MARKET
SHARE AMONGST THE
NEW ENTRANTS IN THE
AUTOMOTIVE SECTOR.

million out of the total commitment of Rs.14340 million. Civil works for all units are progressing steadily and mechanical contracts have also been awarded. Erection of equipment and piping works have been started. The project is expected to be mechanically completed within the target date of December 1998.

The Marketing Terminal for evacuating the products of the Numaligarh Refinery is also being undertaken by NRL at an estimated cost of Rs.2184 million, so as to achieve completion alongwith the Refinery in December 1998.

Uttar Pradesh Refinery

BPC proposes to set-up a 7 MMTA grassroot Refinery in Uttar Pradesh. The project includes a Marketing Terminal and crude import facilities along the West Coast. The project is being executed through a joint venture with Shell at an estimated cost of Rs.70,700 million including a foreign exchange component of Rs.20,200 million.

The Government has accorded its approval for the foreign direct investment by Shell. Letter of Intent for setting up of the Refinery has also been received. The first stage approval of the project for preparation of Detailed Feasibility Report (DFR) alongwith other pre-project activities at an estimated cost of Rs.300 million (FE component of Rs.165 million) is in the final stages of consideration. NEERI has completed Rapid Environment Impact Appraisal and Risk Analysis Studies, including an exercise for site selection.

The project is scheduled to be mechanically completed within 42 months from the date of final approval of the DFR by the Government. Approval of the shareholders for the investment in the proposed joint venture Company will be sought on receipt of the final approval of the Government.

OTHER JOINT VENTURES

Bharat Shell

Bharat Shell Limited (BSL), a joint venture between BPC (49%) and Shell Overseas Investments B.V (51%) has an authorised capital of Rs. 2500 million. BSL markets Shell branded lubricants throughout the country and has achieved a significant market share amongst the new entrants in the automotive sector.

The company's state-of-the-art lubricants blending plant at Taloja, which was commissioned in December 1996, is now fully operational and has the capacity to produce 55,000 MTPA of industrial and automotive lubricants on a single shift basis.

BSL is also selling LPG to domestic and industrial consumers. It imports LPG using BPC's import facilities at Mumbai. However, in view of the severe congestion at the Mumbai Port and to cater to the growing demand of LPG, the company is setting up LPG import facilities at Pipavav in Gujarat with a capacity of 90,000 MTPA, at a cost of Rs.475 million. This facility is expected to be commissioned by June 1998.

BSL has received the approval of the Andhra Pradesh Government for setting up a hydrocarbon and chemicals jetty at the Kakinada Port along with an associated LPG import terminal having a capacity of about 180,000 MT per annum. It is expected that these facilities will be commissioned within 3 years of the completion of the detailed engineering.

BSL has taken on long lease cryogenic LPG import facilities at Ratnagiri in Maharashtra having a capacity of about 200,000 MT per annum. With the commissioning of these facilities, BSL will have a significant position in the downstream LPG market.

As at March 31, 1997, BSL has accumulated losses of Rs.225.17 million. In view of the intensely competitive nature of the business, substantial amounts have been spent by BSL towards sales promotion and advertisement. With the increase in sales of both lubricants and LPG, it is expected that BSL will generate profits during the current year.

Petronet India Limited

In order to accord priority for developing and laying a network of petroleum product pipelines in the country, Petronet India Limited, a non-government, financial holding company, has been set up with 16% equity participation each by BPC, IOC, HPC and 2% by IBP. The balance 50% equity will be contributed by financial institutions, investment bankers, etc.

Petronet India Limited will construct and operate petroleum product pipelines in the country through its joint ventures / subsidiaries. The current authorised capital of the company is Rs.1000 million. In the first phase, the company will construct and operate five pipeline projects through its joint ventures. BPC will be the lead oil company with Petronet India Limited for the construction and operation of Cochin-Karur and Bina-Jhansi-Kanpur pipeline projects.

Petroleum Infrastructure Ltd.

Petroleum Infrastructure Limited (PIL), a joint venture with Gujarat Gas Company (GGCL) was formed as an infrastructure company to develop ports and port related infrastructure. BPC holds a 50% stake in this venture. The first port terminal for handling LPG was commissioned at Okha in Gujarat, in October 1996. During the year, PIL rendered import handling and storage assistance of 4250 MT of LPG under the Parallel Marketing Scheme. PIL is also undertaking a major project at Dahej for cryogenic storage of LPG and other petroleum products. PIL, which has recently started commercial operations had an accumulated loss of Rs.3.06 million at the end of the year.

LNG Import Facilities

Natural Gas is the fuel of the future. Considering its potential, Gas Authority of India Limited (GAIL), Oil & Natural Gas Corporation Limited, Indian Oil Corporation Limited and BPC are floating a company to deal with Liquefied Natural Gas (LNG). These four companies will hold 50% of the equity and the balance will be offered to financial institutions and other parties. BPC proposes to participate in the consortium with an equity participation of 12.5%.

PETRONET INDIA
LIMITED WILL
CONSTRUCT AND
OPERATE PETROLEUM
PRODUCT PIPELINES IN
THE COUNTRY
THROUGH ITS JOINT
VENTURES /
SUBSIDIARIES.

The new LNG company is expected to be formed shortly. Ennore, Kayamkulam in Kerala and Hazira have been identified for putting up LNG import facilities. The project is estimated to cost Rs.48,000 million, and at a debt: equity ratio of 2 : 1, BPC's contribution to the equity would be nearly Rs.2000 million.

Delhi City Gas Distribution Project

BPC is in the process of forming a joint venture company with GAIL for implementing the Delhi City Gas Distribution Project for supply of Natural Gas to domestic and commercial customers. BPC and GAIL will each hold 25% of the equity of the joint venture company. The balance will be offered to the financial institutions and public.

AUDIT COMMITTEE

As a measure of improved corporate governance and for adoption of best practices, an Audit Committee of the Board has been constituted during the period under review, comprising the part time Government Directors.

NAVRATNA STATUS

BPC has been identified by the Government of India as one of the nine "Navratnas" - public sector companies that have competitive advantage and have the potential to become global giants. In order to support these companies in their efforts to become global players, the Government has decided to enhance autonomy and give greater powers to them. The Boards of these companies are to be restructured with non-official Directors. These steps will go a long way towards realisation of our vision. BPC is grateful to the Government for conferring it with the navratna status.

BPC HAS BEEN IDENTIFIED
BY THE GOVERNMENT OF
INDIA AS ONE OF THE
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PUBLIC SECTOR
COMPANIES THAT HAVE
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AND HAVE THE
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GLOBAL GIANTS.

FUTURE OUTLOOK

Industry and transport together account for 73% of the total energy consumption in India. The growth in these sectors presents excellent growth opportunities for BPC. Yet, each member of the BPC family realises that there are also numerous challenges. The opening up of the oil sector will rightly give the customer an ever increasing choice - and his decisions will become more and more discerning. Coping with the phenomenal growth while responding to the ever changing customer requirements is certainly a great challenge for BPC. Looking on from here, customer satisfaction will be the key driver of our future growth. BPC will continue to be focused on the retail market and will relentlessly endeavour to become the preferred company of choice for our consumers.

As a first step towards this goal, BPC has embarked on an ambitious exercise to build organisational capabilities, with the assistance of Arthur D. Little and ICICI. A core group of 30 managers from within BPC are working full time on this exercise and trying to find the right solutions. The ultimate aim of this exercise is to convert BPC into a learning organisation - one that improves faster than its present and potential competitors.

To start with, the shared vision was created reflecting the aspirations of BPC's employees, share holders and customers for the company and for themselves. A detailed assessment of the current realities has also been carried out, and ways and means of bridging the gaps between the current reality and the shared vision have been developed in the form of a change plan.

The exercise has already begun to trigger a culture of change and learning within the organisation and will surely build a more responsive BPC. The key initiatives taken up include a review of the structure of the Company so as to bring about greater and undiverted focus on the different demands of various types of customers. The change plan also envisages sharpening of corporate and business strategies and identifies other areas for efficiency improvements. The implementation of the change plan is expected to spread over the next year and a half.

BPC looks forward to the future years with a great sense of confidence, determination and expectation bolstered by the knowledge that we will reap the rewards of having anticipated the change. The next millennium is just round the corner and the Directors are sure that BPC will be ready to meet it head on.

DIRECTORS

During the year, Shri Ashok Sinha, Executive Director (Corporate Affairs) was appointed as Additional Director under Article 77A of BPC's Articles of Association effective November 22, 1996. Shri Sinha also assumed the office of Director (Finance) from that date in pursuance of his appointment by the President of India under Article 77(1)(d) of BPC's Articles of Association.

Shri Shanti Narain, resigned as Director, effective April 24, 1997. The Directors have placed on record their appreciation of the valuable services rendered by Shri Shanti Narain during his tenure on the Board of BPC.

Shri K.V. Rao, Joint Secretary (Ports), Ministry of Surface Transport was appointed as Additional Director under Article 77A of BPC's Articles of Association effective April 25, 1997.

Shri Ashok Sinha and Shri K.V. Rao having been appointed as Additional Directors, hold their offices till the ensuing Annual General Meeting and are eligible for re-appointment as Directors at the said Meeting. As per provisions of Section 256 of the Companies Act, 1956, two Directors viz., Shri Devi Dayal and Shri V.K. Raina, will retire by rotation at the ensuing Annual General Meeting and are eligible for re-appointment as Directors at the said Meeting.

AUDITORS

On the advice of the Comptroller and Auditor General of India, Messrs Dalal Desai and Kumana and Messrs Borkar & Muzumdar, Chartered Accountants, Mumbai, were appointed by the Government of India as auditors for the year 1996-97 under Section 619(2) of the Companies Act, 1956. They will hold office till the ensuing Annual General Meeting. The Government of India will be approached for the appointment of Auditors for the year 1997-98.

THE KEY INITIATIVES
TAKEN UP BY BPC
INCLUDE A REVIEW OF
THE STRUCTURE OF THE
COMPANY SO AS TO BRING
ABOUT GREATER AND
UNDIVERTED FOCUS ON
THE DIFFERENT DEMANDS
OF VARIOUS TYPES OF
CUSTOMERS

ACKNOWLEDGEMENTS

BPC's performance reflects the spirit and commitment of the employees who gave BPC their whole hearted support during the year. To each of them, the Directors express their heartfelt gratitude.

The employees of BPC join the Directors in conveying their gratitude to the company's dealers and distributors, to our contractors and suppliers and above all to BPC's valued customers.

The Directors gratefully acknowledge the guidance and support received from the Government, particularly from the Ministry of Petroleum & Natural Gas.

For and on behalf of the Board of Directors

Sd/-

(U. Sundararajan)

Chairman & Managing Director

Mumbai

August 29, 1997

FORM A

Form for disclosure of particulars with respect to conservation of energy.

A	Power & Fuel Consumption	1996/97	1995/96
1.	Electricity		
a.	Purchase		
	Unit Million KWH	7.63	10.89
	Total Amount(Rs. million) *	60.19	75.17
	Rate/Unit (Rs./KWH)	7.88	6.90
b.	Own Generation		
(i)	Through Diesel Generator Units per lt. of Diesel (cost/unit)	Nil	Nil
(ii)	Through Steam Turbine/ Generator Units Million KWH @	1.09	2.70
(iii)	Captive Power Plant		
	Power Generation Units -	209.85	186.06
	Net (Million KWH)		
	Fuel Consumption Qty-(MT)		
	BHAG	59099	70122
	Gas Oil	8248	3677
	Ref. Gas	15037	7057
	Cost/Unit (Rs./KWH) #	1.04	1.11
2.	Coal	Nil	Nil
3.	Furnace Oil / Liquid Fuel		
	LSHS Qty - MT	154814	170776
	Total Amount (Rs. million)	250.23	276.03
	Avg. Rate (Rs. / Unit)	1616.34	1616.34
	Gas Oil Qty. - MT	8248	3677
	Total Amount Rs. million	23.03	10.27
	Avg. Rate (Rs./Unit)	2791.87	2791.87
4.	Other Internal Generation		
	Refinery Gas Qty-(MT)	96880	87534
	Total cost (Rs. million)	183.11	165.44
	Rate (Rs./Unit)	1890.02	1890.02
	BHAG Qty-(MT) + +	24	4348
	Total Cost (Rs. million)	0.07	12.54
	Rate(Rs./Unit)	2944.64	2884.55

* Variation in expenditure on electricity purchased is due to saving in demand charges arising out of reduction in peak demand quantity from 21120 KVA in January, 1996 to 13095 KVA w.e.f. September, 1996 (Rs.13.83 million) which was partially offset by increase in demand charges from Rs.185/- per KVA to Rs. 260/- w.e.f. November, 1996 (Rs. 4.91 million). Further, reduction in energy charges is due to lower quantity of power purchased amounting to Rs. 6.27 million.

@ Cost per unit of power generation through steam turbine / generator (TG set in FCCU which is an integral part of the unit) is not applicable as the power produced is a by-product of steam generated from a waste heat boiler.

Reduction in CPP cost per unit is mainly due to improved capacity utilisation.

++ Excludes BHAG quantity of 59099 MT in 1996/97 and 70122 MT in 1995/96 for CPP.

B Energy Consumption per unit of crude processed

	Unit	Stds. if any **	1996/97	1995/96
Electricity	Kg/mt		6.56	6.16
Furnace Oil / LSHS	Kg/mt		20.48	23.22
Coal			N.A.	N.A.
Refinery Gas (Excluding CPP)	Kg/mt		12.82	11.90
BHAG (Excluding CPP)	Kg/mt		0.003	0.59
Total ***	Kg/mt		39.86	41.87

** The product pattern of Refinery is governed by supply / demand scenario of products and Govt. Directives. It is also a function of quantity / type of crude processed, planned shutdown of processing units for maintenance / inspection and severity of operations of processing units which varies widely.

In view of the above, no fixed consumption parameter can be attributed to a particular product.

*** Energy consumption per unit of crude processed during 1996/97 is lower than 1995/96 due to sustained operation and higher on-stream factor of processing units.

FORM B

Form for disclosure of particulars with respect to absorption

RESEARCH & DEVELOPMENT (R&D)

1. Specific areas in which R & D carried out by Company :

A. REFINERY

- a. Development of catalyst for sweetening of finished products (LPG, Gasoline, Aviation Turbine Fuel) to meet BIS specifications in collaboration with M/s. IIP, Dehradun.
- b. Research projects are in progress with Indian Institute of Petroleum (IIP), Dehradun and National Chemical Laboratory (NCL) Pune mainly aimed at improving production of aromatics.
- c. Technical study for the health assessment and rehabilitation of old RCC structures of the process plants was undertaken. Recommendations for life enhancement of structures are being implemented in phases.
- d. Technical study for ascertaining the behaviour of LPG storage sphere with respect to dynamic defect was undertaken through M/s. NML, Jamshedpur. This has confirmed absence of dynamic defects in the parent material during the life cycle of the sphere.

B. MARKETING

Corporation has developed the following oils :

- a) Mercedes Benz, Germany approved Bharat Spirol XHD and Bharat Spirol XEP
- b) High Performance Compressor Oil.
- c) Genuine Oil for 2 major OEMs.
- d) Multifunctional fuel additive, Bharat Keep Clean.
- e) Rubber Processing Oil, Bharat Rubbex A.
- f) Bajaj Bharat Autochamp and Bajaj Bharat Super 2T Ef Ce.

2. Benefits derived as a result of the above R & D :

A. REFINERY

The benefits will be evaluated after completion of the studies / programme.

B. MARKETING

Benefits are given in seriation below :

- a) The first Indian company to receive approvals from Mercedes Benz and these oils will have easy acceptance from Multinational vehicle manufacturers.
- b) This oil is expected to double the drain interval and extend equipment life thereby conserving precious lubricating oil.

- c) These grades have high business potential and have the capability to prolong the existing oil drain intervals.
- d) It is expected to keep entire fuel system including Combustion chamber clean from deposits resulting into reduced emissions and improved fuel economy.
- e) It has large business potential and is expected to help in increasing the market participation.
- f) These environment friendly low smoke two stroke oils are expected to substantially reduce visible exhaust smoke emissions.

3. Future plan of action :

A. REFINERY

- a. Plan for setting up an R&D centre for the Corporation.
- b. Bench scale investigation to determine feasibility of production of suitable feed-stocks for micro crystalline waxes/bitumen and additional feedstock for Fluid Catalytic Cracking Unit from Bombay High Short Residue.
- c. Study on development of superior reactor internals for Bitumen blowing reactor to produce better grades of bitumen.

B. MARKETING

Corporation has taken up development of the following oils :

- a) High performance gasoline Engine Oil meeting API SJ Specification.
- b) EP type Soluble Cutting Oil .
- c) High Performance Grease.
- d) Partially Synthetic 2T Oils meeting proposed ISO specifications.
- e) Marine Engine Oils.
- f) Customer specific products for major OEMs.
- g) Lubricants for Railways & Defence.

4. Expenditure on R & D during 1996/97 :

(Rs. in Million)

	REFINERY	MARKETING	TOTAL
Capital Expenditure	NIL	3.814	3.814
Recurring Expenditure	4.628	10.959	15.587
Total	4.628	14.773	19.401
Total R & D Expenditure as a % of total turnover	Negligible	Negligible	

TECHNOLOGY ABSORPTION, ADAPTATION AND INNOVATION

A. AT REFINERY

1. Efforts, in brief, made towards technology absorption, adaptation and innovation :

- a. BPCL Refinery is implementing a project for reduction of Sulphur content in High Speed Diesel (HSD) fuel from 1% wt. 'S' to 0.25% wt. 'S' in line with Government directive. Refinery has tied up the following foreign technologies for the project :
 - Hydro-desulphurisation technology from M/s. Universal Oil Products (UOP), USA
 - Technology for production of Hydrogen from M/s. Halder Topsoe , Denmark and
 - Maximum Claus Recovery Concept (MCRC) technology for enhanced recovery of sulphur from M/s. Delta Hudson, Canada through M/s. Engineers India Limited (EIL).
- b. Two new catalysts have been tried for yield improvement in Fluid Catalytic Cracking Unit and Catalytic Cracking Unit.
- c. A non-hydrocarbon type corrosion inhibitor was identified for reducing corrosion of the overhead system in Sour Water Stripper and trial for the same are under progress.
- d. To replace chlorine by an environment friendly alternative chemical, a new biocide was identified and successfully tried on experimental basis in sea cooling water system.

2. Benefits derived as a result of the above efforts, e.g. product improvement, cost reduction, product development, import substitution etc.:

Benefits derived as a result of above efforts are given seriatim:

- a. Reduced vehicular / refinery emissions will be realised on implementation of the project.
- b. The usage of new catalyst is expected to improve the yield of Fluid Catalytic Cracking Unit (FCCU) and Catalytic Cracking Unit (CCU).
- c. The corrosion inhibitor is expected to provide improved protection against corrosion and increased life of equipments.
- d. The chemical has improved performance of Sea Cooling Water system and associated benefit of reduced hazard from chlorine usage.

3. In case of imported technology (imported during last five years reckoned from the beginning of the financial year), following information may be furnished :

- a. Technology imported :
 - i. Dynamic Matrix Control (DMC) Technology from M/s. DMCC, USA for Advance Control and Optimisation in one of the Secondary Processing Units.
 - ii. Bimetallic catalyst (from M/s. Procatalyse France) and single plate type heat exchanger (from M/s. Packinox, France) in Catalytic Reforming Unit (CRU).

iii. Conversion of dense bed cracker to riser cracker in one of the Catalytic Cracking Units with technology from M/s. Shell International Oil Products B.V., Netherlands (SIOP).

iv. Production of Methyl Tertiary Butyl Ether (MTBE) using technology from M/s. Snamprogetti, Italy.

b) Year of import :

i. Dynamic Matrix Control Technology : 1993

ii. Bimetallic Catalyst and plate type : 1994
Heat exchanger in CRU

iii. Conversion of dense bed cracker to : 1995
riser cracker.

iv. MTBE Process Technology : 1996

c. Has technology been fully absorbed?

Yes

d. If not fully absorbed areas where this has not taken place, reasons therefore and future plans of action :

Not applicable

B. **MARKETING**

The Corporation is involved in R & D with respect to the formulation of lubricants and at no stage, Technology absorption is involved. Hence the items 1,2 and 3 in the above title are not applicable to Marketing.

Annexure to the Directors' Report

Review of the accounts of Bharat Petroleum Corporation Ltd. For the year ended 31st March 1997, by the Comptroller and Auditor General of India

Note : Review of accounts has been prepared without taking into account comments under Section 619(4) of the Companies Act, 1956 and qualifications in the Statutory Auditors' Report.

1. Financial Position

The table below summarises the financial position of the Company under broad headings for the last three years:

	1994-95	1995-96	1996-97
	<i>(Rs. in million)</i>		
LIABILITIES			
(a) Paid Up Capital	1500.00	1500.00	1500.00
(i) Government	993.00	993.00	993.00
(ii) Others	507.00	507.00	507.00
(b) Reserves & Surplus			
(i) Free Reserves & Surplus	12447.26	15810.01	19341.48
(ii) Share Premium Account	Nil	Nil	Nil
(iii) Capital Reserve	7.99	7.99	7.99
(c) Borrowings			
(i) From Government of India *	389.41	327.98	266.55
(ii) From Financial Institutions	Nil	Nil	Nil
(iii) Foreign Currency Loans	70.13	50.71	26.68
(iv) Cash Credit	527.25	1804.86	3316.22
(v) Others	3088.89	3057.42	9992.50
(vi) Interest accrued and due	2.36	2.82	6.18
(d) (i) Current Liabilities & Provisions	13805.78	15640.69	19264.30
(ii) Provision for retirement benefits	17.29	425.69	524.64
TOTAL	31856.36	38628.17	54246.54

* Relending of World Bank Loan.

	(Rs. in million)		
	1994-95	1995-96	1996-97
ASSETS			
(e) Gross Block	24943.85	29748.60	34664.52
(f) Less : Cumulative Depreciation	12452.47	14562.05	16728.57
(g) Net Block	12491.38	15186.55	17935.95
(h) Capital Work-in-progress	2963.12	2753.61	4826.38
(i) Investments	2422.89	1657.98	2447.99
(j) Current Assets, Loans & Advances			
(i) Inventories	5681.53	6289.80	7835.58
(ii) Sundry Debtors	3806.77	4312.23	5166.50
(iii) Cash & Bank Balances	2012.68	2286.36	2429.36
(iv) Loans & Advances	2450.08	6121.89	13583.33
(v) Other Current Assets	27.91	19.75	21.45
	<u>13978.97</u>	<u>19030.03</u>	<u>29036.22</u>
(k) Misc. expenditure not written off	Nil	Nil	Nil
(l) Accumulated loss	Nil	Nil	Nil
TOTAL	<u>31856.36</u>	<u>38628.17</u>	<u>54246.54</u>
(m) Working Capital [j-d(i)-c(vi)]	170.83	3386.52	9765.74
(n) Capital Employed (g+m)	12662.21	18573.07	27701.69
(o) Net Worth [a+b(i)+b(ii)-k-l]	13947.26	17310.01	20841.48
(p) Networth per Rupee of paid up capital (in Rs.)	9.30	11.54	13.89

2. Ratio Analysis

Some important financial ratios on the financial health and working of the Company at the end of last 3 years are as under :

	(in Percentage)		
	1994-95	1995-96	1996-97
A. Liquidity Ratio			
i) Current Ratio [j / (d(i) + c(vi))]	101.24	121.65	150.68
ii) Current assets to total net assets	43.88	49.26	53.53
iii) Working capital to capital employed	1.35	18.23	35.25

B. Debt Equity Ratio

[c(i to v but excluding short term loans)/o]	20.53	13.39	35.33
--	-------	-------	-------

C. Profitability Ratios

a) Profit before tax to			
i) Capital employed	36.16	35.15	24.17
ii) Net Worth	32.83	37.71	32.13
iii) Sales including excise duty	5.65	7.05	6.34
b) Profit after tax to Equity (o) excluding dividend tax	20.71	22.29	19.56
c) Earnings per share (in Rupees)	19.26	25.72	27.17

3. Reserves & Surplus

The reserves and surplus of the Company were 13 times its paid up capital as on 31st March, 1997 as against 11 times as on 31st March, 1996 and 8 times as on 31st March, 1995.

4. Investments

The Company's investments have increased from Rs.1657.98 million as at the end of 31st March, 1996 to 2447.99 million as at the end of 31st March, 1997. The increase is mainly due to increase in investment in Joint Venture Companies by Rs.790.01 million.

During the year, the Company earned the following yields on its short-term placement of surplus funds :

Particulars	Duration	Yield
Inter Corporate Deposit	1 Day	10 % to 12 %
Bonds	365 days	9.75% to 10.50%
Treasury Bills	8 to 53 Days	8.06% to 13.78%
Certificate of Deposits with Banks	13 Days	13 %

As against weighted average cost of borrowings of 15.12% (8.62% post tax), the weighted average yield on investments during the year was 15.06% (8.58% post tax).

5. Sources and Utilisation of Funds

Funds amounting to Rs.14807.14 million from internal and external sources were realised as well as utilised during the year as per details given below :

(Rs. in million)

Sources of Funds

Funds generated from operation :

Profit after tax including dividend tax	4026.47	
Add : Depreciation	2250.66	
Less : Profit on sale/write off of fixed assets	4.03	6273.10
Sale/write off of fixed assets		173.06
Increase in loan funds		8360.98
TOTAL		14807.14

Utilisation of Funds

Addition to fixed assets/ capital work in progress		7241.86
Increase in Investments		790.01
Increase in working capital :		
Increase in current assets, loans and advances	10006.19	
Less : Increase in current liabilities and provisions (excluding provision for dividend)	3724.10	6282.09
Dividend paid		493.18
TOTAL		14807.14

6. Working Capital

The working capital of the Company as on 31st March, 1995, 1996 and 1997 was Rs.170.83 million, Rs.3386.52 million and Rs.9765.74 million respectively. The increase in working capital during the current year was mainly due to increase in Inventories and Loans & Advances.

7. Working Results

The working results of the Company during the last three years are given below :

(Rs. in million)

	1994-95	1995-96	1996-97
a) Net Sales(excluding excise duty)	75855.26	87964.58	96262.66
b) Profit before tax	4578.48	6527.75	6695.97
c) Profit after tax excluding dividend tax	2888.48	3857.75	4075.97

Profit for the current year includes an amount of Rs.1780.30 million on account of margin updation and other claims relating to previous years.

Similar claims were Rs.2043.50 million in 1995-96 and Rs.1281.52 million in 1994-95.

The profit before tax has gone up by Rs.168.22 million, mainly due to higher margins consequent to higher sales and increase in other pool claims.

Overall growth rate of sales volume for 1996-97 was 6.81 percent as against 11.7 percent during 1995-96.

8. Inventory

The inventory position as at the end of last three years is as follows :

	(Rs. in million)		
	1994-95	1995-96	1996-97
i) Raw Materials	1255.04	1206.17	1150.15
ii) Stores & Spares (including in transit)	888.50	992.85	905.18
iii) Stock-in-Process	87.15	45.93	81.12
iv) Finished Goods	3278.04	3865.47	5478.76
v) Packages	172.80	179.38	220.37
a) The stock of raw materials at the close of each year was equivalent to about 0.7 month's consumption in 1996-97 as against 0.8 month's in 1995-96 and 0.8 month's in 1994-95.			
b) The stores and spares (including packages) at the end of 1996-97 represented 8.2 months' consumption as against 9.3 months' in 1995-96 and 8.2 months' in 1994-95.			
c) Finished Goods at the end of the year amounted to about 0.6 month's sales during 1996-97 as against 0.5 month's in 1995-96 and 0.5 month's in 1994-95.			

9. Sundry Debtors

a) The position of sundry debtors for the last three years ending 31st March, 1997 is as follows :

Year	Sundry Debtors (Rs. in million)	Debts considered doubtful & provided for (Rs. in million)	Percentage of Debtors to Sales (including excise duty)
1994-95	3906.19	99.42	4.82
1995-96	4455.73	143.50	4.82
1996-97	5424.15	257.65	5.14

- b) The following table indicates the debts outstanding for more than one year as on 31st March, 1997.

	(Rs. in Million)	
	Government Department/ Undertakings	Others
(i) Debts outstanding for more than one year but less than two years	274.37	160.64
(ii) Debts outstanding for more than two years but less than three years	73.02	95.17
(iii) Debts outstanding for three years and more.	147.05	117.78
	<u>494.44</u>	<u>373.59</u>

10. Dues from Oil Co-ordination Committee (OCC)

As of March 1997, the Company has to receive an amount of Rs.9631.85 million from OCC towards various pool claims. The yearwise claims outstanding is as under :

	(Rs. in million)		
	Claim	Interest	Total amount
1994-95	(1727.13)	85.88	(1641.25)
1995-96	2861.48	218.45	3079.93
1996-97	9012.44	619.41	9631.85

The non-settlement of claims by OCC forced the Company to borrow from banks for working capital and for other project payments. The weighted average cost of borrowings worked out to 15.12% (pre-tax) as against 10.5% allowed by OCC on the outstanding amount.

11. Dividend

The Company has proposed a dividend of 33 per cent for the year 1996-97, which corresponds the level of dividend paid for 1995-96 and 1994-95. The dividend payout ratio, calculated as a percentage of total dividend paid / proposed to profit after tax during the last three years ending 31st March, 1997 was 17.10, 12.8 and 13.36 respectively.

Sd/-

(Sanjeev Saluja)

Mumbai
19th August, 1997

Principal Director of Commercial Audit &
Ex-officio Member, Audit Board II

Addendum to the Directors' Report

ADDENDUM

COMMENTS OF THE COMPTROLLER & AUDITOR GENERAL OF INDIA UNDER SECTION 619(4) OF THE COMPANIES ACT, 1956 ON THE ACCOUNTS OF BHARAT PETROLEUM CORPORATION LIMITED, MUMBAI FOR THE YEAR ENDED 31ST MARCH, 1997.

The Directors have received the comments of the Comptroller and Auditor General of India under Section 619(4) of the Companies Act, 1956 on the Annual Accounts for the year ended 31st March, 1997 vide letter no.D30\BPCL\ACC\ cmdlet.doc\94 dated 19th August, 1997. The reply of the Board of Directors is as under.

COMMENT

REPLY

Balance Sheet

Application of Funds :

Capital Work in Progress (Schedule-E) (Rs.4826.38 million)

1. This is overstated by Rs. 40 million representing the amount considered payable since 1990-91 for purchase of a plot of land adjacent to the Company's Mumbai Refinery. There is neither a legal agreement for its purchase nor has the Company started land acquisition proceedings.

Noted. Necessary action as appropriate will be taken during the year 1997-98.

Current Assets, Loans & Advances :

Sundry Debtors (Schedule - H) (Rs.5166.50 million)

2. This includes an aggregate amount of Rs.343.80 million due from M/s.Reliance Industries Limited (RIL) accumulated since 1992 on account of price revision and processing charges in respect of Special Cut Naphtha and differential rate for the supply of Furnace Oil. The claim is under arbitration. This fact has not been disclosed.
3. The extent to which payments aggregating Rs. 38940.54 million received from various customers have been reconciled against the recoverable amount of Rs. 43040.13 million as at the close of 1996-97 has not been indicated.

Noted. The amounts are receivable under the subsisting contractual arrangements. The Corporation expects to recover the dues for the inter-regnum period, as M/s. RIL has already started paying from July 1996, as per the said arrangements.

The Corporation follows an 'Open Item System' with regard to recording transaction-wise details in the customer accounts. The matching and clearance of open items is an ongoing process and are not likely to have any material impact on the customer outstandings. As such no disclosure is being made.

For and on behalf of the Board of Directors

Sd/-

SANJEEV SALUJA

Principal Director of Commercial Audit
& Ex-officio Member, Audit Board-II

Sd/-

U. SUNDARARAJAN

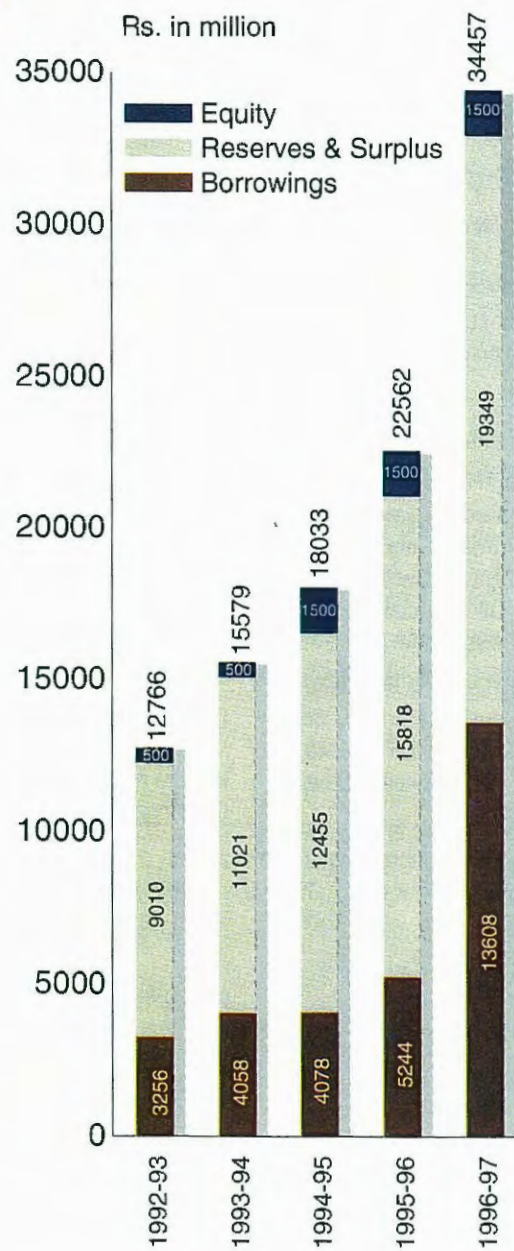
Chairman & Managing Director

Mumbai

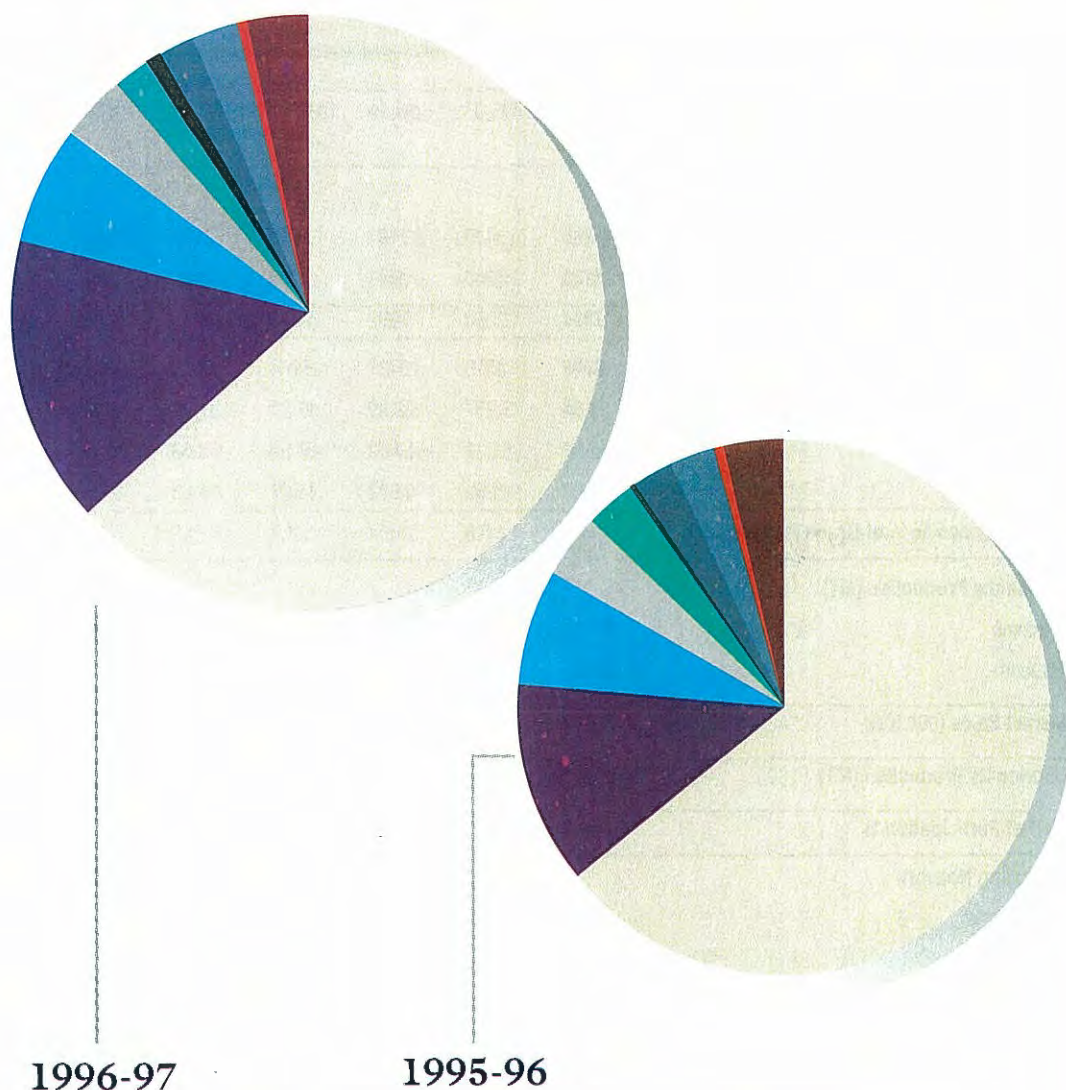
19th August, 1997

Mumbai

29th August, 1997



TOTAL FUNDS EMPLOYED



63.53	64.38	RAW MATERIALS, PURCHASE OF PRODUCTS FORM RESALE & PACKAGES
15.38	12.18	DUTIES, TAXES, ETC.
6.46	6.98	TRANSPORTATION
3.70	3.85	STORES & OTHER OPERATING EXPENSES
1.94	3.01	EMPLOYEES' RENUMERATION & OTHER BENEFITS
0.75	0.41	INTEREST ON BORROWINGS
2.08	2.29	DEPRECIATION
2.45	2.81	INCOME TAX
0.46	0.52	DIVIDEND
3.25	3.57	RETAINED PROFIT

DISTRIBUTION OF EACH RUPEE EARNED

Performance Profile

	1996-97	1995-96	1994-95	1993-94	1992-93	1991-92	1990-91	1989-90
1. Crude Oil Processed (000 Tonnes)								
Imported	1486	1110	1891	2610	2685	2062	1397	1008
Indigenous	6108	6240	5491	4596	4550	4900	5514	6024
TOTAL	7594	7350	7382	7206	7235	6962	6911	7032
2. Production Quantity (000 KL)	8986	8816	8788	8644	8653	8372	8329	8525
Light Distillates %	32.54	33.27	32.29	31.20	31.49	32.29	30.87	31.09
Middle Distillates %	55.23	54.74	54.62	53.59	53.88	54.95	55.70	57.07
Heavy Ends %	12.23	11.99	13.09	15.21	14.63	12.76	13.43	11.84
3. Fuel and Loss as % of Crude Processed	4.8	5.6	5.4	4.7	4.2	4.2	4.5	4.5
4. Aromatics Production (MT)								
Benzene	81533	60575	57511	22037	56612	69564	68426	56499
Toluene	20689	13182	13437	7047	11070	9048	10877	8843
5. Market Sales (000 KL)	20115	18731	16740	15306	14443	13551	13101	12836
6. Lubricants Production (MT)	69164	67876	66681	74154	82911	95091	87459	94672
7. Market Participation %	20.4	20.3	20.2	20.0	19.5	18.8	18.9	18.9
8. Marketing Network								
Installations	16	16	16	16	14	12	10	10
Depots	131	122	118	117	98	94	83	78
Aviation Service Stations	16	16	16	14	14	13	13	13
Total Tankages (Million KL)	1.81	1.62	1.57	1.52	1.37	1.17	1.01	0.91
Retail Outlets	4373	4312	4214	4090	4040	4005	3965	3894
Number of LPG Bottling Plants	19	18	16	16	15	15	15	15
LPG Distributors	1146	1062	948	866	816	793	767	740
LPG Customers (No. Million)	6.93	6.02	5.37	4.78	4.35	4.05	3.77	3.61
9. Manpower (Nos.)	11704	11499	11207	11299	11167	11158	11029	10616
10. Sales and Earnings (Figures in Rs. Million)								
i) Sales and Other Income *	181452	150234	133863	115203	102349	88828	73951	60816
ii) Gross Profit before Depreciation, Interest & Tax	9775	9101	7618	5456	4735	4028	3488	3010
iii) Depreciation	2258	2179	2603	1365	1431	1031	961	1030
iv) Interest	821	394	437	467	383	442	372	314
v) Profit before Tax	6696	6528	4578	3624	2921	2555	2155	1666
vi) Tax	2370	2670	1690	1470	1220	1070	877	440
vii) Profit after Tax	4326 #	3858	2888	2154	1701	1485	1278	1226

Before adjusting prior period tax Rs. 250 million.

* Figures from 1986-87 includes sales to Other Oil Companies

1988-89	1987-88	1986-87	1985-86	1984-85	1983-84	1982-83	1981-82	1980-81	1979-80	1978-79	1977-78 (15 Months)	1976
623	1204	105	67	175	468	1384	904	1268	1301	1840	3826	3596
5535	5352	5467	6311	5279	4829	3093	4090	3603	3540	2866	1803	159
6158	6556	5572	6378	5454	5297	4477	4994	4871	4841	4706	5629	3755
7367	7858	6667	7574	6619	6427	5305	5962	5769	5750	5562	6516	4312
29.29	27.83	27.78	28.08	25.75	25.77	22.25	24.76	22.22	21.91	21.68	19.77	19.97
60.12	59.38	60.39	59.35	54.36	55.21	51.36	53.06	55.66	56.74	57.86	55.33	55.93
10.59	12.79	11.83	12.57	19.89	19.02	26.39	22.18	22.12	21.35	20.46	24.90	24.10
5.6	5.6	5.8	6.2	4.5	4.4	4.7	4.8	4.9	4.7	5.0	5.2	5.7
59624	45928	18603	20112	0	0	0	0	0	0	0	0	0
7494	8414	4948	4455	0	0	0	0	0	0	0	0	0
11720	10720	9899	9410	8789	7711	7124	6541	6473	6136	5781	6483	4519
92725	84691	74763	72414	69425	63872	66153	55475	60813	56831	55074	57508	40939
18.7	18.5	18.3	18.7	18.3	17.5	16.8	16.4	17.2	16.7	16.3	16.4	15.3
10	9	9	8	8	8	8	8	7	5	5	5	5
69	69	65	62	60	56	59	59	57	61	61	61	61
12	11	9	8	8	7	4	3	3	3	3	2	2
0.87	0.74	0.75	0.67	0.66	0.63	0.68	0.67	0.66	0.63	0.63	0.61	0.61
3822	3741	3663	3567	3486	3410	3350	3317	3311	3302	3281	3271	3183
14	8	4	2	2	1	1	1	-	-	-	-	-
704	651	616	518	409	315	264	163	154	143	138	128	90
3.31	3.03	2.70	2.32	1.96	1.61	1.19	0.83	0.59	0.58	0.56	0.51	0.49
10578	10203	9397	8321	7894	7433	6971	6403	5808	5452	5212	4956	4847
54762	50797	44878	31650	26642	23326	20563	18516	15124	10727	8284	9055	6728
2424	1903	1843	1772	930	749	550	485	394	330	294	241	103
789	635	816	776	533	424	154	122	125	77	45	19	24
334	338	342	307	189	133	96	67	38	5	3	16	19
1301	930	685	689	208	192	300	296	231	248	246	206	60
258	150	82	76	70	35	165	155	127	139	159	127	43
1043	780	603	613	138	157	135	141	104	109	87	79	17

Performance Profile (Contd.)

	1996-97	1995-96	1994-95	1993-94	1992-93	1991-92	1990-91	1989-90
11. What the Company Owned (Rs. Million)								
i) Gross Fixed Assets (including Capital Work-in-Progress)	39491	32502	27907	23685	20566	17525	15234	13246
ii) Net Fixed Assets (including Capital Work-in-Progress)	22762	17940	15455	13741	11928	10237	8940	7873
iii) Net Current Assets (including Investments)	11695	4622	2578	1838	839	1238	1139	802
Total Assets Net (ii + iii)	34457	22562	18033	15579	12767	11475	10079	8675
12. What the Company Owed (Rs. Million)								
i) Share Capital	1500	1500	1500	500	500	500	500	500
ii) Reserves and Surplus	19349	15818	12455	11021	9010	7475	6140	4962
iii) Net Worth (i + ii)	20849	17318	13955	11521	9510	7975	6640	5462
iv) Borrowings	13608	5244	4078	4058	3257	3500	3439	3213
Total Funds Employed (iii + iv)	34457	22562	18033	15579	12767	11475	10079	8675
13. Internal Generation (Rs. Million)	5782	5544	5032	3376	2967	2366	2139	2154
14. Value Added (Rs. Million)	20657	19555	15622	9261	8886	7863	6820	4813
15. Earnings in Foreign Exchange (Rs. Million)	4172	3610	2724	2362	2042	1600	1971	1361
16. Ratios								
i) Gross Profit before Depreciation, Interest & Tax as % age of Sales and Other Income	9.1	9.6	9.3	8.4	7.8	7.0	6.6	6.1
ii) Profit after Tax as % age of average Net Worth	22.7	24.7	22.7	20.5	19.5	20.3	21.1	25.0
iii) Profit after Tax as % age of Share Capital	288.4	257.2	192.6	430.8	340.1	296.9	255.6	245.1
iv) Average Net Worth as % age of Share Capital	1272.2	1042.4	849.2	2103.1	1748.5	1461.5	1210.2	979.8
v) Gross Profit before Depreciation, Interest & Tax as % age of Capital Employed	33.0	45.9	50.6	43.1	47.8	44.1	46.5	45.5
vi) Profit before Tax as % age of Capital Employed	22.6	33.0	30.4	28.6	29.5	28.0	28.7	25.2
vii) Profit after Tax as % age of Capital Employed	14.6	19.5	19.2	17.0	17.2	16.3	17.0	18.5
viii) Debt Equity Ratio	0.7	0.3	0.3	0.4	0.3	0.4	0.5	0.6
17. Earning per Share (Rupees)								
— Pre-Bonus	86.52 #	77.16	57.77	43.08	34.01	29.69	25.56	24.51
— Post-Bonus	28.84 #	25.72	19.26					
18. Book Value per Share (Rupees)	139.00	115.45	93.04	230.42	190.21	159.49	132.80	109.24

Before adjusting prior period tax of Rs. 250 million.

1988-89	1987-88	1986-87	1985-86	1984-85	1983-84	1982-83	1981-82	1980-81	1979-80	1978-79	1977-78 (15 Months)	1976
11224	9549	7518	6005	4947	3452	2092	1346	963	738	581	500	461
6832	5991	4276	3596	3292	2285	1337	736	471	366	282	246	226
314	142	908	1093	583	729	558	696	869	267	216	362	259
7146	6133	5184	4689	3875	3014	1895	1432	1340	633	498	608	485
279	279	279	279	166	166	145	145	145	145	145	145	145
4057	3070	2062	1496	1035	919	758	619	498	411	319	250	190
4336	3349	2341	1775	1201	1085	903	764	643	556	464	395	335
2810	2784	2843	2914	2674	1929	992	668	697	77	34	213	150
7146	6133	5184	4689	3875	3014	1895	1432	1340	633	498	608	485
1855	1358	1425	1350	650	585	294	243	212	168	115	79	26
4994	3873	3405	2922	2235	1865	1297	1123	1008	838	763	714	281
1199	1100	1156	1030	877	750	771	742	1	0	34	3	22
5.5	4.7	5.2	7.5	4.3	4.0	3.2	3.2	3.2	3.5	3.8	3.0	1.8
28.4	26.7	29.3	41.2	12.1	15.7	16.2	20.0	17.4	19.1	20.1	21.5	6.7
391.7	273.0	216.7	220.2	83.3	94.5	92.6	96.8	71.8	67.2	59.6	54.1	11.5
1379.7	1021.5	738.9	534.3	689.8	599.9	573.1	483.7	412.4	350.9	295.7	251.2	170.9
44.3	48.4	51.1	49.0	37.5	53.7	51.8	43.8	33.5	65.9	69.7	41.6	21.8
23.8	23.7	19.0	19.0	8.4	13.7	28.2	26.7	19.7	49.6	58.2	35.6	12.6
19.9	19.4	16.7	16.9	5.6	11.2	12.7	12.7	8.9	19.5	20.5	13.6	3.5
0.6	0.8	1.2	1.6	2.2	1.8	1.1	0.9	1.1	0.1	0.1	0.5	0.4
37.45	28.01	21.71	22.01	6.07	7.01	6.07	6.12	4.68	4.73	3.77	3.42	0.72
155.69	120.23	84.04	63.74	52.23	47.16	39.27	33.20	27.97	24.17	20.20	17.19	14.56

Sources and Application of Funds

	1996-97	1995-96	1994-95	1993-94	1992-93	1991-92	1990-91	1989-90
SOURCES OF FUNDS								
OWN								
Profit after Tax	4326	3858	2888	2154	1701	1485	1278	1226
Depreciation	2251	2181	2605	1366	1431	1031	961	1028
Investment	—	765	—	—	—	—	—	—
Shareholders' Investment	—	—	—	—	—	—	—	—
Excess/(Short) Provision for taxation in earlier years Written back/provided for (net)	(250)	—	33	21	—	—	—	—
BORROWINGS								
Loans (net)	8364	1166	20	802	—	62	226	403
LPG Deposits	1205	971	788	520	254	373	176	285
Decrease in Working Capital	—	—	—	—	539	—	—	—
Adjustment on account of Deletion/ Re-classification, etc.	18	51	38	8	41	12	2	26
	15914	8992	6372	4871	3966	2963	2643	2968
APPLICATION OF FUNDS								
Capital Expenditure	7091	4718	4348	3187	3162	2340	2030	2095
Dividend	495	495	495	165	165	150	100	100
Tax on distributed profits	49	—	—	—	—	—	—	—
Repayment of Loans (net)	—	—	—	—	245	—	—	—
Investment	790	—	922	722	394	67	275	21
Increase in Working Capital	7489	3779	607	797	—	406	238	752
	15914	8992	6372	4871	3966	2963	2643	2968

1988-89	1987-88	1986-87	1985-86	1984-85	1983-84	1982-83	1981-82	1980-81	1979-80	1978-79	1977-78 (15 months)	1976 (Rs. Million)
1043	780	603	613	138	157	135	141	104	109	87	79	17
868	634	861	776	535	429	159	122	128	77	46	19	24
—	—	—	—	—	—	—	—	—	—	—	—	—
—	—	—	—	—	20	—	—	—	—	—	—	171
—	—	—	—	—	—	—	—	—	—	—	—	—
25	—	—	240	746	937	324	—	620	44	—	62	115
214	222	276	328	260	206	116	67	12	8	14	6	11
—	546	—	—	—	—	21	107	—	—	132	—	—
19	5	—	27	3	2	2	1	1	—	2	4	(75)
2169	2187	1740	1984	1682	1751	757	438	865	238	281	170	263
1728	2071	1538	1107	1544	1375	757	389	231	161	84	43	26
56	56	39	39	23	—	—	20	20	18	18	18	15
—	—	—	—	—	—	—	—	—	—	—	—	—
—	60	71	—	—	—	—	29	—	—	179	—	—
10	—	—	—	6	2	—	—	—	—	—	—	1
375	—	92	838	109	374	—	—	614	59	—	109	221
2169	2187	1740	1984	1682	1751	757	438	865	238	281	170	263

Sales Volume ('000 MT)

	1996-97		1995-96		1994-95		1993-94		1992-93	
	Sales	Market Share (%)	Sales	Market Share (%)	Sales	Market Share (%)	Sales	Market Share (%)	Sales	Market Share (%)
Light Distillates :										
Naphtha	916	20.0	645	15.6	632	17.2	714	21.7	772	23.0
LPG (Bulk & Packed)	1021	24.4	925	24.1	816	23.8	706	22.7	633	22.1
Motor Spirit	1497	30.1	1401	29.8	1243	30.0	1137	29.6	1055	29.3
Special Boiling Point Spirit/Hexane	95	47.2	85	48.0	77	53.0	67	47.0	80	51.9
Benzene	77	50.6	58	42.6	66	43.4	23	22.0	66	40.5
Toluene	21	31.4	12	21.1	14	25.9	7	19.3	11	22.4
Polypropylene Feedstock	19		19		25		16		31	
Others	3		—		—		—		1	
Sub Total	3649		3145		2873		2670		2649	
Middle Distillates :										
Aviation Turbine Fuel	486	22.1	505	24.3	460	24.0	405	23.2	348	22.2
Superior Kerosene	1644	16.1	1555	16.4	1543	16.6	1462	16.4	1430	16.5
High Speed Diesel	8040	22.8	7299	22.5	6211	22.0	5501	21.2	4999	20.6
Light Diesel Oil	126	10.4	158	12.1	175	13.0	170	12.6	157	11.3
Mineral Turpentine Oil	74	39.2	72	40.8	65	43.2	71	49.5	54	43.8
Sub Total	10370		9589		8454		7609		6988	
Others :										
Furnace Oil	816	12.8	768	11.8	629	10.9	582	11.8	615	11.8
Low Sulphur Heavy Stock	435	10.1	759	18.1	736	18.0	670	16.5	563	14.1
Bitumen	421	18.5	434	21.0	455	24.4	475	25.5	494	27.0
Lubricants	86	11.9	85	11.6	88	13.2	94	13.5	104	13.9
Others	1		—		—		—		—	
Sub Total	1759		2046		1908		1821		1776	
Grand Total	15778	20.4	14780	20.3	13235	20.2	12100	20.0	11413	19.5

Note : Market Share is based on Sales Volumes of Public Sector Oil Companies.

Production ('000 MT)

	1996-97	1995-96	1994-95	1993-94	1992-93
LIGHT DISTILLATES :					
Naphtha	1061	1086	1066	955	1034
LPG	254	261	241	244	224
Motor Spirit	720	682	653	723	663
Special Boiling Point Spirit/Hexane	96	88	74	71	80
Benzene	81	61	58	22	57
Toluene	21	13	13	7	11
Polypropylene Feedstock	19	19	25	16	31
Others	3	1	1	0	1
Sub Total	2255	2211	2131	2038	2101
MIDDLE DISTILLATES :					
Aviation Turbine Fuel	127	139	190	153	123
Superior Kerosene	759	715	757	806	830
High Speed Diesel	3010	2898	2807	2619	2646
Light Diesel Oil	66	96	93	120	156
Mineral Turpentine Oil	85	73	67	70	58
Sub Total	4047	3921	3914	3768	3813
HEAVY ENDS :					
Furnace Oil	141	103	215	516	455
Low Sulphur Heavy Stock	744	785	704	517	518
Bitumen	222	215	230	261	282
Sub Total	1107	1103	1149	1294	1255
GRAND TOTAL	7409	7235	7194	7100	7169

Lubricants Production (MT)

	1996-97	1995-96	1994-95	1993-94	1992-93
	69164	67876	66681	74154	82911

Quantity of LPG Filled in Cylinders (MT)

	1996-97	1995-96	1994-95	1993-94	1992-93
	978135	888618	787010	670143	597315

How Value is Generated

	1996-97	Rs. Million 1995-96
Value of Production (Refinery)	21949	21286
Less : Direct Materials Consumed	17964	17474
Added Value	3985	3812
Marketing Operations	16672	15743
Value added by Manufacturing & Trading Operations	20657	19555
Add : Other Income (including P.Y.A)	1578	1973
Total Value Generated	22235	21528

How Value is Distributed

		1996-97	Rs. Million 1995-96
1. OPERATIONS			
Operating & Service Costs		10346	9564
2. EMPLOYEES' BENEFITS			
Salaries, Wages & Bonus	1555		2215
Other Benefits	559	2114	647
3. PROVIDERS OF CAPITAL			
Interest on Borrowings	821		394
Dividend	495	1316	495
4. INCOME TAX (Including earlier year's tax and dividend tax)		2670	2670
5. RE-INVESTMENT IN BUSINESS			
Depreciation	2258		2180
Retained Profit	3531	5789	3363
Total Value Distributed		22235	21528

Auditors' Report to the Members of Bharat Petroleum Corporation Limited

We have audited the attached balance sheet of BHARAT PETROLEUM CORPORATION LIMITED as at 31st March, 1997 and also the annexed profit and loss account of the Company for the year ended on that date, and report that :

1. We have obtained all the information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit;
2. In our opinion, proper books of account as required by law have been kept by the Company, so far as appears from our examination of those books;
3. The balance sheet and profit and loss account dealt with by this report are in agreement with the books of account;
4. In our opinion and to the best of our information and according to the explanations given to us, the said accounts read with the Notes and the Significant Accounting Policies thereon, give the information required by the Companies Act, 1956, in the manner so required and give a true and fair view -

(i) in the case of the balance sheet, of the state of affairs of the Company as at 31st March, 1997

and

(ii) in the case of profit and loss account, of the profit for the year ended on that date.

5. As required by the Manufacturing and Other Companies (Auditor's Report) Order, 1988 issued by the Central Government in terms of Section 227(4A) of the Companies Act, 1956 and on the basis of such checks of the books and records as we considered appropriate and as per the information and explanations given to us in the course of our audit and to the best of our knowledge and belief, we further report that :

- (i) The Company has maintained proper records showing full particulars including quantitative details and situation of fixed assets except for items like pipes, valves, meters, instruments and other similar items peculiar to a continuous process industry. We are informed that fixed assets, other than LPG cylinders with customers are verified by the marketing division over a two-year period and by the refinery over a three-year period. The frequency of verification of fixed assets is, in our opinion, reasonable. In respect of the assets verified during the year, we are informed that there are no material discrepancies.
- (ii) None of the fixed assets has been revalued during the year.
- (iii) Physical verification has been conducted by the management during the year in respect of finished goods, stores, spare parts and raw materials, other than those lying with contractors and in transit. In our opinion, the frequency of physical verification of stocks is reasonable.
- (iv) The procedures of physical verification followed by the management are reasonable and adequate in relation to the size of the Company and the nature of its business.
- (v) We are informed that discrepancies noticed on physical verification of stocks were not material as compared to book records and have been properly dealt with in the accounts.
- (vi) In our opinion, the valuation of stocks is fair and proper and in accordance with the normally accepted accounting principles and is on the same basis as in the preceding year.

- (vii) The Company has not taken any loans, secured or unsecured from companies, firms or other parties listed in the register maintained under Section 301 of the Companies Act, 1956 and/or companies under the same management as defined in Section 370(1B) of the Companies Act, 1956.
- (viii) The Company has not granted any loans, secured or unsecured to companies, firms or other parties other than to its joint venture companies as listed in the register maintained under Section 301 of the Companies Act, 1956 and/or to companies under the same management as defined in Section 370(1B) of the Companies Act, 1956. The rate of interest, wherever applicable and other terms and conditions of such loans are prima facie not prejudicial to the interest of the Company.
- (ix) The parties, including the companies in which the Company is a member, to whom loans or advances in the nature of loans have been given by the Company are repaying the principal amount and interest wherever stipulated. In our opinion, the terms and conditions of such loans are prima facie not prejudicial to the interest of the Company.
- (x) In our opinion, there is an adequate internal control procedure commensurate with the size of the Company and the nature of its business, for the purchase of stores, raw materials, plant and machinery, equipment, other assets and for the sale of goods.
- (xi) According to the information and explanations given to us, purchases of goods/materials and sale of goods/materials and services exceeding Rs.50,000 in value for each type thereof, made in pursuance of contracts or arrangements entered in the register maintained under Section 301 of the Companies Act, 1956, have been made at prices which are reasonable having regard to prevailing market prices for such goods/materials/ services and/or at prices at which such transactions are entered with other parties.
- (xii) The Company has a regular procedure for determination of unserviceable or damaged stores, raw materials and finished goods. Adequate provision has been made in the accounts for the loss arising on the items so determined.
- (xiii) In respect of deposits accepted from the public, the Company has complied with the directives issued by the Reserve Bank of India and the provisions of Section 58A of the Companies Act, 1956 and the rules framed thereunder.
- (xiv) As explained to us, the Company has maintained reasonable records for sale and disposal of realisable by-products and scrap.
- (xv) The Company has an adequate internal audit system commensurate with its size and nature of its business.
- (xvi) We have broadly reviewed the books of account maintained by the Company in pursuant to the order made by the Central Government for the maintenance of cost records in respect of certain products under Section 209(1)(d) of the Companies Act, 1956 and are of the opinion that, prima facie, the prescribed accounts and records have been maintained. We have, however, not made nor are required to make, any examination of these records with a view to determine whether they are accurate or complete.
- (xvii) The Company is generally regular in depositing Provident Fund and Employees' State Insurance dues with the appropriate authorities.
- (xviii) There were no undisputed amounts payable in respect of income tax, wealth tax, sales tax, customs duty and excise duty which have remained outstanding as at 31st March, 1997, for a period of more than six months from the date they became payable.

- (xix) According to the information and explanations given to us, no personal expenses have been charged to the revenue account other than those payable under contractual obligations or in accordance with generally accepted business practices.
- (xx) The Company is not a sick industrial company within the meaning of Clause (o) of sub-section (1) of Section 3 of the Sick Industrial Companies (Special Provisions) Act, 1985.
- (xxi) In respect of Company's trading activities, damaged goods, which were not significant, have been determined and necessary provision has been made in the accounts.

For and on behalf of

DALAL DESAI & KUMANA
Chartered Accountants

Sd/-

VIJAY N. BHATT
Partner

For and on behalf of

BORKAR & MUZUMDAR
Chartered Accountants

Sd/-

DILIP MUZUMDAR
Partner

Mumbai

Dated : 29th May, 1997

Balance Sheet As At 31st March, 1997

	SCHEDULE	Rs. Million	31/03/96 Rs. Million
I. SOURCES OF FUNDS			
1. Shareholders' funds :			
Share Capital	A	1,500.00	1,500.00
Reserves and Surplus	B	19,349.47	15,818.00
		20,849.47	17,318.00
2. Loan funds :	C		
Secured loans		6,683.50	2,485.26
Unsecured loans		6,924.63	2,758.53
		13,608.13	5,243.79
TOTAL		34,457.60	22,561.79
II. APPLICATION OF FUNDS			
1. Fixed Assets :	D		
Gross block		34,664.52	29,748.60
Less : Depreciation		16,728.57	14,562.05
Net block		17,935.95	15,186.55
Capital work-in-progress	E	4,826.38	2,753.61
		22,762.33	17,940.16
2. Investments	F	2,447.99	1,657.98
3. Current assets, loans and advances :			
Inventories	G	7,835.58	6,289.80
Sundry debtors	H	5,166.50	4,312.23
Cash and bank balances	I	2,429.36	2,286.36
Other current assets	J	21.45	19.75
Loans and advances	K	13,583.33	6,121.89
		29,036.22	19,030.03
Less : Current liabilities and provisions			
Liabilities	L	18,637.21	14,913.27
Provisions	M	1,151.73	1,153.11
		19,788.94	16,066.38
Net current assets		9,247.28	2,963.65
TOTAL		34,457.60	22,561.79
Statement of Significant Accounting Policies and Notes forming part of Accounts.	W		

For and on behalf of the Board of Directors

Sd/-
U. SUNDARARAJAN
Chairman and Managing Director

Sd/-
A. SINHA
Director (Finance)

Sd/-
K.S. MANIKASHETTI
Company Secretary

New Delhi
Dated : 28th May, 1997

As per our attached report of even date

For and on behalf of
DALAL DESAI & KUMANA
Chartered Accountants

Sd/-
VIJAY N. BHATT
Partner

Mumbai
Dated : 29th May, 1997

For and on behalf of
BORKAR & MUZUMDAR
Chartered Accountants

Sd/-
DILIP MUZUMDAR
Partner

**Profit and Loss Account for the year ended
31st March, 1997**

	SCHEDULE	Rs. Million	1995-96 Rs. Million
INCOME			
Sale of products	N	105,535.50	92,537.92
Miscellaneous income	O	1,559.38	2,006.27
Increase/(decrease) in Inventory	P	1,648.48	546.21
TOTAL		108,743.36	95,090.40
EXPENDITURE			
Purchase of products for resale		49,749.97	42,632.65
Raw materials consumed		18,876.58	18,157.90
Packages consumed		472.17	426.57
Duties, taxes, etc. and other charges applicable		16,729.95	11,578.00
Transportation		7,021.68	6,640.22
Consumption of stores, spares and materials	Q	837.26	830.31
Power and Fuel	R	132.03	142.96
Employees remuneration and other benefits	S	2,113.80	2,861.71
Interest	T	820.58	393.80
Other operating and administration expenses	U	3,053.68	2,685.76
Depreciation		2,258.12	2,179.77
TOTAL		102,065.82	88,529.65
Profit		6,677.54	6,560.75
Prior period income/(expenses) net	V	18.43	(33.00)
Profit before tax		6,695.97	6,527.75
Provision for Taxation		2,370.00	2,670.00
Profit after tax		4,325.97	3,857.75
Excess/(Short) provision for taxation in earlier years written back/provided for		(250.00)	—
Transfer from Investment Allowance Reserve		252.06	14.66
Balance brought forward		0.01	0.01
Disposable Profit		4,328.04	3,872.42
Appropriations:			
Proposed Dividend (Previous year : subject to deduction of tax at source)		495.00	495.00
Tax on distributed profits		49.50	—
Transfer to General Reserve		544.50	495.00
Transfer from Capital Reserve * Rs.2969/-		3,783.53	3,377.41
Balance Carried to Balance Sheet		0.01	0.01
Statement of Significant Accounting Policies and Notes forming part of Accounts.	W		

For and on behalf of the Board of Directors

Sd/-
U. SUNDARARAJAN
Chairman and Managing Director

Sd/-
A. SINHA
Director (Finance)

Sd/-
K.S. MANIKASHETTI
Company Secretary

New Delhi
Dated : 28th May, 1997

As per our attached report of even date

For and on behalf of
DALAL DESAI & KUMANA
Chartered Accountants

Sd/-
VIJAY N. BHATT
Partner

Mumbai
Dated : 29th May, 1997

For and on behalf of
BORKAR & MUZUMDAR
Chartered Accountants

Sd/-
DILIP MUZUMDAR
Partner

Schedule 'A' - Share Capital

	Rs. Million	31/03/96 Rs. Million
Authorised		
200 million equity shares of Rs.10 each	2,000.00	2,000.00
	2,000.00	2,000.00
Issued, subscribed and paid-up		
150 million equity shares of Rs.10 each fully paid up *	1,500.00	1,500.00
Total	1,500.00	1,500.00

* Includes :

- 22.95 million shares of Rs. 10 each on which Rs. 7.20 per share was paid in cash and were converted into fully paid by capitalisation of Capital Reserve.
- 127 million shares of Rs. 10 each which were allotted as fully paid bonus shares by capitalisation of Capital Reserve and General Reserve.

Schedule 'B' - Reserves and Surplus

	Rs. Million	31/03/96 Rs. Million
Capital Reserve		
As per last Balance Sheet	7.99	7.99
Less : Transfer to Profit & Loss Account * Rs.2,969/-	*	*
	7.99	7.99
General Reserve		
As per last Balance Sheet	15,044.04	11,666.63
Add : Transfer from Profit & Loss Account	3,783.53	3,377.41
	18,827.57	15,044.04
Investment Allowance Reserve		
As per last Balance Sheet	765.96	780.62
Less : Transfer to Profit and Loss Account	(252.06)	(14.66)
	513.90	765.96
Surplus as per Profit & Loss Account	0.01	0.01
Total	19,349.47	15,818.00

Schedule 'C' - Loan Funds

	Rs. Million	31/03/96 Rs. Million
Secured Loans		
Bonds		
15.5% Secured Redeemable Non-convertible Bonds - Redeemable at par on 17th March, 2000 (Secured by mortgage to be created on certain immovable properties of the Company)	2,468.00	—
Banks		
Term Loans		
(Secured by hypothecation and mortgage of certain plant and machinery, equipment and materials of selected projects in progress at Refinery and certain LPG Bottling Plants)	626.68	350.71
[Due for repayment within one year Rs.26.68 million (Rs.325.36 million)]		
Working Capital Loans/Cash Credit	3,316.22	1,804.86
(Secured by hypothecation of raw materials, finished goods, stock-in-process, stores, components and spares at all locations in India)		
Interest accrued and due	6.05	1.71
Others		
Term Loan - (Refinanced through Government of India) - secured by hypothecation of certain plant and machinery at Refinery.	266.55	327.98
[Due for repayment within one year Rs.61.43 million (Rs.61.43 million)]		
	6,683.50	2,485.26
Unsecured Loans		
Public Deposits	2,658.98	1,557.76
[Due for repayment within one year Rs.995.78 million (Rs.519.09 million)]		
Short Term		
From Banks	2,072.15	1,068.22
From Others	550.00	50.00
Others		
From Banks	300.00	—
From Others	1,343.37	81.44
[Due for repayment within one year Rs.37.77 million (Rs.38.07 million)]		
Interest accrued and due	0.13	1.11
	6,924.63	2,758.53
Total	13,608.13	5,243.79

Schedule 'D' - Fixed Assets

Rs. Million

PARTICULARS	GROSS BLOCK				DEPRECIATION				NET BLOCK	
	AS AT 01-04-96	ADDITIONS	DEDUCTIONS ON ACCOUNT OF RETIREMENT / RECLASSIFI- CATIONS	AS AT 31-03-97	UPTO 31-03-96	THIS YEAR	DEDUCTIONS ON ACCOUNT OF RETIREMENT / RECLASSIFI- CATIONS	UPTO 31-03-97	AS AT 31-03-97	AS AT 31-03-96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1. LAND										
(a) Freehold	515.98	148.38	(1.93)	666.29	—	—	—	—	666.29	515.98
(b) Leasehold	170.11	126.90	—	297.01	21.67	4.09	—	25.76	271.25	148.44
(c) Advance Payments	295.75	32.19	1.99	325.95	—	—	—	—	325.95	295.75
2. BUILDINGS	3,276.02	812.07	17.36	4,070.73	383.48	75.89	0.67	458.70	3,612.03	2,892.54
3. RAILWAY SIDINGS	537.56	38.87	—	576.43	83.89	27.94	—	111.83	464.60	453.67
4. PLANT and MACHINERY	8,015.04	504.57	64.98	8,454.63	3,290.11	387.84	11.46	3,666.49	4,788.14	4,724.93
5. TANKS and PIPELINES	5,350.23	1,446.68	28.68	6,768.23	1,695.15	333.48	2.43	2,026.20	4,742.03	3,655.08
6. FURNITURE and FITTINGS	281.33	42.35	2.13	321.55	87.08	22.05	0.70	108.43	213.12	194.25
7. VEHICLES	308.31	49.67	25.08	332.90	174.92	32.51	11.39	196.04	136.86	133.39
8. OTHER ASSETS										
(a) Dispensing Pumps	1,019.95	355.23	22.86	1,352.32	224.49	59.35	3.25	280.59	1,071.73	795.46
(b) LPG Cylinders and Allied Equipment	8,042.61	1,191.77	63.09	9,171.29	8,042.61	1,191.77	63.09	9,171.29	—	—
(c) Sundries	1,935.71	421.35	29.87	2,327.19	558.65	139.27	14.68	683.24	1,643.95	1,377.06
TOTAL	29,748.60	5,170.03	254.11	34,664.52	14,562.05	2,274.19	107.67	16,728.57	17,935.95	15,186.55
PREVIOUS YEAR	24,943.85	4,960.19	155.44	29,748.60	12,452.47	2,185.53	75.95	14,562.05	15,186.55	12,491.38

NOTES :

- Freehold Land includes Rs 50.17 million (Rs 38.61 million) with more than 99 years lease period.
- Freehold Land includes Rs 47.83 million (Rs 47.83 million), capitalised for land at Cherlapalli depot, Cherlapalli LPG plant, Kurnool LPG plant, and Kakirada coastal terminal for which conveyances are yet to be executed.
- Land includes the following which though in the possession of the Corporation, the lease deeds are yet to be registered :
 - Freehold Land - Rs 1.47 million (Rs nil)
 - Leasehold Land - Gross block Rs 169.78 million (Rs 51.06 million), Net block Rs 162.84 million (Rs 46.58 million)
- Buildings include :
 - Ownership flats of Rs 57.77 million (Rs 57.77 million) in proposed/existing co-operative housing societies.
 - Value of shares of Rs 0.04 million (Rs 0.04 million) out of which the Corporation is yet to receive share certificates of the value of Rs 0.01 million (Rs 0.01 million).
- Transfer formalities relating to residential premises of Rs 6.21 million (Rs 6.21 million), registered in the name of a director, since retired, are in progress.
- Land, Buildings, Railway siding, Plant & machinery, Tanks & pipelines, jointly owned in varying extent with other oil companies/railways: Gross block Rs 427.82 million (Rs 329.11 million), Depreciation Rs 114.38 million (Rs 65.20 million), Net block Rs 313.44 million (Rs 263.91 million).

- Depreciation on project assets, to the extent capitalised against the completed capital projects, is adjusted against its original cost and its net book value is shown under gross block column. The balance depreciation thereon is included under capital work-in-progress.
- Additions to Gross block includes foreign exchange translation difference of year end liability of Rs 1.96 million (Rs 5.31 million).
- Depreciation for the year (column 7) includes :
 - charged to capital work in progress Rs 0.94 million (Rs 0.89 million)
 - charged to profit & loss account Rs 2258.12 million (Rs 2179.77 million)
 - charged to previous year expenses Rs 15.13 million (Rs 4.87 million)
- Deductions from Gross block (column 4) includes :
 - Write back of excess capitalisation Rs 151.67 million (Rs 32.40 million)
 - Rs 0.16 million (Rs 2.19 million) consequent to adjustment referred in para 7 above.
 - Deletions during the year Rs 102.28 million (Rs 120.85 million)
- Deductions from depreciation (column 8) includes withdrawal of depreciation :
 - on excess capitalisation Rs 22.59 million (Rs 2.09 million)
 - excess depreciation claimed in earlier years Rs nil (Rs 1.57 million)
 - Rs 0.16 million (Rs 2.19 million) consequent to adjustment referred in para 7 above.
 - on deletions during the year Rs 84.92 million (Rs 70.10 million)

PARTICULARS OF CAPITAL EXPENDITURE INCURRED ON SOCIAL OVERHEADS AND FORMING PART OF SCHEDULE 'D'

Rs. Million

PARTICULARS	GROSS BLOCK				DEPRECIATION				NET BLOCK	
	AS AT 01-04-96	ADDITIONS	DEDUCTIONS ON ACCOUNT OF RETIREMENT / RECLASSIFI- CATIONS	AS AT 31-03-97	UPTO 01-04-96	THIS YEAR	DEDUCTIONS ON ACCOUNT OF RETIREMENT / RECLASSIFI- CATIONS	UPTO 31-03-97	AS AT 31-03-97	AS AT 31-03-96
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1. LAND										
(a) Freehold	0.78	—	—	0.78	—	—	—	—	0.78	0.78
(b) Leasehold	7.21	—	—	7.21	1.02	0.08	—	1.10	6.11	6.19
2. STAFF QUARTERS ETC. IN TOWNSHIP										
(a) Buildings	168.67	1.00	—	169.67	20.09	2.75	—	22.84	146.83	148.58
(b) Plant & Machinery	5.50	—	—	5.50	1.63	0.28	—	1.91	3.59	3.87
(c) Furniture & Fittings	0.21	0.22	—	0.43	0.11	0.04	—	0.15	0.28	0.10
(d) Other Assets	13.78	0.39	0.06	14.11	4.45	0.65	0.05	5.05	9.06	9.33
3. SOCIAL & CULTURAL OVERHEADS										
(a) Buildings	4.32	0.40	—	4.72	0.53	0.07	—	0.60	4.12	3.79
(b) Plant & Machinery	0.95	—	—	0.95	0.41	0.04	—	0.45	0.50	0.54
(c) Furniture & Fittings	0.22	—	—	0.22	0.08	0.01	—	0.09	0.13	0.14
(d) Tanks and Pipelines	0.02	—	—	0.02	0.02	—	—	0.02	#	#
(e) Other Assets	4.36	0.84	—	5.20	1.37	0.22	—	1.59	3.61	2.99
TOTAL	206.02	2.85	0.06	208.81	29.71	4.14	0.05	33.80	175.01	176.31
PREVIOUS YEAR	204.99	2.90	1.87	206.02	27.64	3.85	—	31.49	174.53	

Rs. 1,027/-

Schedule 'E' - Capital Work-in-Progress

			Rs. Million	31/03/96 Rs. Million
Capital work-in-progress (at cost)				
Work-in-progress			3,721.36	2,045.98
Capital advances			447.90	305.09
Capital stores including lying with contractors			350.75	346.16
Capital goods in transit			110.30	22.50
Construction period expenses pending allocation		31/03/96		
Opening balance	33.88	37.06		
Add : Expenditure during the year				
Establishment charges	54.18	51.88		
Interest	122.86	—		
Depreciation	0.94	0.89		
Others	8.76	11.67		
	220.62	101.50		
Less : Allocated to assets during the year	(24.55)	(67.62)		
Balance at the end of the year			196.07	33.88
Total			4,826.38	2,753.61

Schedule 'F' - Investments

	Nos.	Face Value Rs. Million	Book Value Rs. Million	31/03/96 Rs. Million
TRADE UNQUOTED				
1. Equity Shares of Rs. 10 each fully paid up of Bharat Shell Limited	4,90,00,000 (4,90,00,000)	490.00	490.00	490.00
2. Equity Shares of Rs.10 each fully paid up of Bharat Oman Refineries Limited	2,00,00,000 (1,00,00,000)	200.00	200.00	100.00
3. Equity Shares of Rs.10 each fully paid up of Numaligarh Refinery Limited	10,76,05,730 (4,31,05,730)	1,076.06	1,076.06	431.06
4. Equity Shares of Rs.10 each fully paid up (previous year - partly paid) of Petroleum Infrastructure Limited	75,00,000 (75,00,000)	75.00	75.00	30.00
		1,841.06	1,841.06	1,051.06
NON - TRADE QUOTED				
1. Government of India Securities				
<u>Deposited with Local Authorities</u>				
5 1/2 % Loan 1999		0.03	0.03	0.03
5 1/2 % Loan 2000		0.01	0.01	0.01
5 3/4% Loan 2001		0.16	0.15	0.15
5 3/4% N.D. Loan 2001		0.01	0.01	0.01
5 3/4 % Loan 2002		0.04	0.03	0.03
6 % Loan 1998		0.24	0.23	0.23
6 1/2 % Loan 2000		0.10	0.09	0.09
7 % Loan 2009		0.21	0.17	0.17
7 1/2 % Loan 2010		0.19	0.19	0.19
8 % Loan 2011		0.03	0.02	0.02
		1.02	0.93	0.93
<u>On hand</u>				
5 3/4 % Loan 2001		0.01	0.01	0.01
6 % Loan 1998		0.05	0.05	0.05
		0.06	0.06	0.06
2. 10.5 % Tax-free Bonds of Konkan Railway Corporation Limited of Rs. 1000/- each	3,00,000 (3,00,000)	300.00	285.00	285.00
3. 9.75 % Tax-free Bonds of Power Grid Corporation Limited of Rs. 1000/- each	2,00,000 (2,00,000)	200.00	200.00	200.00
4. Units of The Unit Trust of India, 1964 Scheme of Rs. 10 each	88,72,589 (80,65,990)	88.73	112.55	112.55
		589.81	598.54	598.54

Aggregate Market Value/Repurchase price of Quoted Securities **Rs. 602.29 million** (Rs. 629.23 million)

Schedule 'F' - Investments (Contd.)

		Face Value	Book Value	
	Nos.	Rs. Million	Rs. Million	31/03/96 Rs. Million
UNQUOTED				
1. National Savings Certificates (Deposited with Local Authorities, Rationing Authorities etc.)		0.01	0.01	0.01
2. 5 1/2 Years Kisan Vikas Patra (Deposited with Local Authorities and on hand)	790 (790)	7.90	7.70	7.70
3. Indira Vikas Patra		0.09	0.09	0.08
4. Capital Contribution in Petroleum India International [Association of Persons - (AOP)] Member Companies # Bharat Petroleum Corporation Limited Bongaigaon Refinery & Petrochemicals Limited Cochin Refineries Limited Engineers India Limited Hindustan Petroleum Corporation Limited IBP Company Limited Indian Oil Corporation Limited Indian Petrochemicals Corporation Limited Madras Refineries Limited Oil & Natural Gas Corporation Limited		0.50	0.50	0.50
5. Debentures (Irredeemable - Fully paid up) - 6 1/2 % debentures of Bengal Chamber of Commerce & Industry - 5 % debentures of East India Clinic Limited - 6 % debentures of Sholapur Spinning & Weaving Ltd. (in liquidation) (AT BOOK VALUE)	15 (15) 1 (1) 578 (578)	0.01 0.06 0.06	0.01 0.06 @	0.01 0.06 @
6. Ordinary Shares (Fully paid up) of Sindhu Resettlement Corporation Ltd.	6 (6)	0.01	0.02	0.02
		8.64	8.39	8.38
Total		2,439.51	2,447.99	1,657.98

@ Written down to Re. 1/-

Each member company has an equal share of 10% and the total capital of AOP is Rs. 5.00 million.

Book Value of	Rs. Million	31/03/96 Rs. Million
Long-term Investments	2,447.99	1,657.98
Current Investments	—	—
Total	2,447.99	1,657.98

Schedule 'G' - Inventories

(As taken, valued and certified by the Management) #

	Rs. Million	31/03/96 Rs. Million
Stores and spares *	830.60	886.65
Stores and spares in transit	74.58	106.20
Raw materials	1,150.15	1,206.17
Stock in process	81.12	45.93
Finished products	5,478.76	3,865.47
Packages	220.37	179.38
Total	7,835.58	6,289.80

Inventory valuation is as per Significant Accounting Policy No. 5.

* Includes **Rs 9.51 million** (Rs 3.33 million) lying with third parties.

Schedule 'H' - Sundry Debtors

(Considered good unless otherwise stated)

	Rs. Million	31/03/96 Rs. Million
Debts outstanding for over six months :		
Considered good *	1,463.15	1,267.21
Considered doubtful	257.65	143.50
Less : Provision for doubtful debts	(257.65)	(143.50)
	1,463.15	1,267.21
Other debts	3,703.35	3,045.02
Total	5,166.50	4,312.23

* Includes **Rs 11.53 million** (Rs 8.93 million) which are secured.

Schedule 'I' - Cash and Bank Balances

	Rs. Million	31/03/96 Rs. Million
Cash on Hand	1,140.50	1,104.75
[Includes drafts and cheques of Rs.1,128.81 million (Rs.1,091.54 million) on hand]		
With Scheduled Banks :		
In current accounts	259.00	250.19
In deposit accounts	3.67	0.39
Remittances in transit	1,026.19	931.03
Total	2,429.36	2,286.36

Schedule 'J' - Other Current Assets

	Rs. Million	31/03/96 Rs. Million
Interest accrued on investments		
(including on bank deposits, loans and advances)	21.45	19.75
Total	21.45	19.75

Schedule 'K' - Loans and Advances

(Unsecured - considered good unless otherwise stated)

	Rs. Million	31/03/96 Rs. Million
Loans (Secured) :		
To companies	0.83	0.83
To staff *	1,902.05	1,548.57
To others	19.76	15.77
Advances :		
Share application monies pending allotment/ Advance towards equity shares	404.00	—
Advances recoverable in cash, or in kind or for value to be received	10,485.51	3,862.94
Advances considered doubtful	8.18	8.07
Less : Provision for doubtful advances	(8.18)	(8.07)
	12,812.15	5,428.11
Claims :		
Considered good	226.16	349.40
Considered doubtful	75.64	59.44
Less : Provision for doubtful claims	(75.64)	(59.44)
	226.16	349.40
Deposits :		
With Customs/Excise/Port Trust etc.	450.74	266.82
Others	94.28	77.56
	545.02	344.38
Considered doubtful	0.75	0.75
Less : Provision for doubtful deposits	(0.75)	(0.75)
	545.02	344.38
Total	13,583.33	6,121.89

* Include :

Due from Officers	:	Rs. 8.40 million (Rs. 6.85 million)
Maximum balances	:	Rs. 9.07 million (Rs. 8.51 million)
Due from Directors	:	Rs. 0.77 million (Rs. 0.36 million)
Maximum balances	:	Rs. 0.83 million (Rs. 0.73 million)

Schedule 'L' - Liabilities

	Rs. Million	31/03/96 Rs. Million
Current Liabilities :		
Sundry Creditors	5,749.92	4,273.87
Deposits from customers	11.53	8.94
Deposits for containers	6,354.52	5,149.27
Unclaimed Dividend	2.47	0.65
Other liabilities	6,409.45	5,407.84
Interest accrued but not due on loans	109.32	72.70
Total	18,637.21	14,913.27

Schedule 'M' - Provisions

	Rs. Million	31/03/96 Rs. Million
Provision for Taxation (Net of Tax paid)	132.09	232.42
Proposed dividend	495.00	495.00
Provision for retirement benefits	524.64	425.69
Total	1,151.73	1,153.11

Schedule 'N' - Sale of Products

	Rs. Million	1995-96 Rs. Million
Sales	179,892.48	148,227.52
Net recovery from / (payment to) Industry Pool Account	(74,356.98)	(55,689.60)
Total	105,535.50	92,537.92

Schedule 'O' - Miscellaneous Income

	Rs. Million	1995-96 Rs. Million
Interest on bank deposits and others	619.18	367.15
Tax deducted at source - Rs. 110.47 million (Rs. 54.99 million)		
Income from Long Term Investments		
Interest (gross)	52.73	52.56
Tax deducted at source - Rs. 0.12 million (Rs. 0.02 million)		
Dividend (gross)	16.13	236.94
Tax deducted at source - Rs. 3.71 million (Rs. 54.49 million)		
Profit on Sales/Maturity	—	162.83
Income from Current Investments		
Interest Gross	—	26.24
Tax deducted at source - Rs. Nil (Rs. 6.04 million)		
Profit on Sales/Maturity	4.09	88.68
Profit on sale/write off of fixed assets (net)	4.03	17.92
Excess provision for expenses written back	27.86	60.14
Other income	835.36	993.81
Total	1,559.38	2,006.27

Schedule 'P' - Increase/(Decrease) in Inventory

		31/03/96	Rs. Million	1995-96 Rs. Million
Value of closing stock of				
Finished goods	5,478.76	3,865.47		
Stock in process	81.12	45.93		
			5,559.88	3,911.40
Less :				
Value of opening stock of				
Finished goods	3,865.47	3,278.04		
Stock in process	45.93	87.15		
			3,911.40	3,365.19
Total			1,648.48	546.21

Schedule 'Q' - Consumption of Stores, Spares and Materials

	Rs. Million	1995-96 Rs. Million
Stores, spares and materials	1,170.94	1,081.18
Less : Charged to other accounts	333.68	250.87
Total	837.26	830.31

Schedule 'R' - Power and Fuel

	Rs. Million	1995-96 Rs. Million
Power and Fuel	889.04	900.10
Less : Consumption of fuel out of own production	757.01	757.14
Total	132.03	142.96

Schedule 'S' - Employees' Remuneration and Other Benefits

	Rs. Million	1995-96 Rs. Million
Salaries and wages	1,555.02	2,215.12
Contribution to provident fund and other funds	139.28	141.65
Contribution to gratuity fund	69.23	46.89
Welfare expenses	350.27	458.05
Total	2,113.80	2,861.71

Schedule 'T' - Interest

	Rs. Million	1995-96 Rs. Million
On Bonds	8.66	—
On fixed loans	619.96	358.78
Others	191.96	35.02
Total	820.58	393.80

Schedule 'U' - Other Operating and Administration Expenses

	Rs. Million	1995-96 Rs. Million
Repairs and Maintenance :		
Machinery	337.45	289.34
Building	147.38	101.87
Others	253.16	218.38
	737.99	609.59
Insurance	136.22	109.05
Rent	311.65	520.77
Rates and taxes	91.86	151.06
Charities and donations	4.18	5.51
Remuneration to Auditors	0.58	0.55
Public utilities	179.62	111.36
Bad debts and claims written off	0.93	2.21
Materials/products written off	5.42	5.09
Provision for doubtful debts etc.	130.45	46.05
Charges paid to other oil companies	90.48	143.78
Travelling and conveyance	238.49	180.33
Telephones, telex, cables, postage etc.	112.62	98.67
Brokerage on Public Deposit	23.95	5.73
Other expenses	989.24	696.01
Total	3,053.68	2,685.76

Schedule 'V' - Prior Period Income/(Expenses)(Net)

	Rs. Million	1995-96 Rs. Million
Sale of products	1.43	(2.27)
Miscellaneous Income	—	(0.91)
Duties taxes etc. and other product charges	1.26	(13.21)
Transportation	(0.69)	—
Other operating and administration expenses	8.97	(12.90)
Interest	—	(2.50)
Depreciation	7.46	(1.21)
Total	18.43	(33.00)

Schedule 'W' - Statement of Significant Accounting Policies and Notes Forming Part of Accounts for the year ended 31st March, 1997

BACKGROUND

The Company is in the business of refining/distribution of various petroleum/petrochemical products. The Company which was originally incorporated with the name of Burmah Shell Refineries Limited on 3.11.1952 was given the present name on 1.8.1977. The Company has a refinery at Mumbai and has marketing infrastructure throughout the country.

A. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

1. ACCOUNTING CONVENTION

The accounts are prepared under historical cost convention on accrual system of accounting except where otherwise stated.

2. FIXED ASSETS

2.1 LAND

2.1.1 Land acquired on lease where period of lease exceeds 99 years is treated as freehold.

2.1.2 Advance payments for acquisition of land for which Corporation does not have possession is included in Land as "Advance payments".

2.2 FIXED ASSETS OTHER THAN LAND

Expenditure on assets, other than plant and machinery and land, not exceeding Rs.1,000 per item is charged to revenue.

2.3 EXPENDITURE DURING CONSTRUCTION PERIOD

Direct expenses (including direct financing costs) incurred during construction period on capital projects are capitalised. Indirect expenses of the project group are allocated only to the projects costing Rs.50 million and above.

3. DEPRECIATION

3.1 Premium paid for acquiring leasehold land for lease period not exceeding 99 years, is amortised over the period of lease.

3.2 LPG cylinders and pressure regulators and other fixed assets costing not more than Rs.5,000 each, are depreciated in full in the year of capitalisation.

3.3 Depreciation on other fixed assets is provided under the straight line method, at rates prescribed under Schedule XIV to the Companies Act, 1956. Additions to fixed assets during the year are being depreciated on pro rata basis from the beginning of the month in which such assets are commissioned.

4. INVESTMENTS

4.1 All current investments are valued at lower of cost or fair market value.

4.2 All long-term investments, other than investments in Government Securities & Public Sector Bonds, are valued at cost and provision for diminution in value thereof is made, wherever such diminution is not temporary.

4.3 Government Securities & Public Sector Bonds are valued at lower of "Cost Price" or "Redemption Price".

5. INVENTORY VALUATION

- 5.1 Crude oil is valued at cost on first in first out basis.
- 5.2 Intermediate stocks are valued at feed cost.
- 5.3 Base oil is valued at cost.
- 5.4 Petroleum products are valued at cost as recognised in the administered pricing mechanism and changes advised by the Government from time to time or at net realisable value, whichever is lower.
- 5.5 Free trade products and packages are valued at cost or at net realisable value, whichever is lower.
- 5.6 Stores and spares are valued at cost except in the case of slow moving / obsolete items identified as surplus which are valued at Re.1 per item.
- 5.7 In sub paras 5.3, 5.5 and 5.6 'Cost' is reckoned as the weighted average cost.

6. MODVAT

- 6.1 Modvat on revenue items is recognised on receipt of materials.
- 6.2 Modvat on fixed assets and capital stores is recognised at the time when the asset is put to use.

7. CLAIMS AND PROVISIONS

Claims /Surrenders on/to Oil Co-ordination Committee (OCC) are booked on 'in principle acceptance' thereof on the basis of available instructions/clarifications subject to final adjustments after pool audit, as stipulated. All other claims and provisions are booked on the merits of each case.

8. SALES

Sales include, inter alia, excise/customs duties, Oil Pool Account adjustments and other elements allowed by the Government from time to time.

9. RAW MATERIALS CONSUMED

Raw materials consumed is net of surrenders to/claims from Oil Pool Account.

10. CLASSIFICATION OF INCOME/EXPENSES

- 10.1 Research and development expenditure other than capital expenditure is charged to Profit and Loss Account in the year the expenditure is incurred.
- 10.2 The cost of know-how related to process of manufacture is charged to revenue in the year in which it is incurred.
- 10.3 Being not material :
 - 10.3.1 Income/expenditure upto Rs.0.10 million in each case pertaining to prior years is charged to the current year.

10.3.2 Prepaid expenses upto Rs.0.01 million in each case, are charged to revenue as and when incurred.

10.3.3 Liabilities for expenses, other than for transportation, rent and property taxes are provided for only if the amount exceeds Rs.0.01 million in each case.

10.3.4 Deposits upto Rs.1,000 each placed with Government agencies are charged as expenses in the year of payment.

10.4 Income from sale of scrap is accounted for on realisation.

11. RETIREMENT BENEFITS

Retirement benefits are actuarially valued at the year end and provided for in the accounts.

12. DUTIES ON BONDED STOCKS

Excise/customs duty on stock of finished goods in bond are accounted for on their release from bond. As such goods are also sold in bond, no provision is made for excise/customs duty on bonded stock as at the year end.

13. FOREIGN CURRENCY TRANSACTIONS

13.1 FIXED ASSETS

Borrowings in foreign currency for acquisition of fixed assets are converted at exchange rate prevailing on the date of Balance Sheet or forward contract rates, as the case may be. Exchange fluctuations/hedging costs are adjusted to the cost of assets and corresponding liability account.

13.2 CURRENT ASSETS AND CURRENT LIABILITIES

Current assets and current liabilities involving transactions in foreign currency are converted at exchange rates prevailing on the date of Balance Sheet. Any profit/loss arising out of such conversion is charged to Profit and Loss Account.

14. GOVERNMENT GRANTS

In case of depreciable assets, the cost of the asset is shown at gross value and grant thereon is taken to Capital Reserve as deferred income which is recognised in the Profit and Loss Account over the useful life of the asset.

Government grants of the nature of promoters' contributions are credited to Capital Reserve and treated as part of Shareholders' Funds.

15. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES

Capital commitments and contingent liabilities disclosed are those which exceed Rs.0.10 million in each case.

Schedule 'W' - (Contd.)

B. NOTES FORMING PART OF ACCOUNTS

1. Purchase of products for resale includes payments to third parties for processing fee **Rs.72.87 million** (Rs. 48.75 million).
2. The Corporation has numerous transactions with other oil companies, which are reconciled on an ongoing basis and are subject to confirmation. Adjustments, if any, arising therefrom are not likely to be material.
3. 3.1 Liability on account of excise/customs duty on finished goods depends on the end use and/or the manner of clearing these goods; it is therefore not practicable to quantify the duties payable on finished goods lying in bond. Accordingly, no provision is made for duty in respect of stock of finished goods held in bond as at the year end, which calculated at maximum rates works out to **Rs 1,532.99 million** (Rs. 593.89 million). This has no impact on the Profit for the year.
- 3.2 Differential excise duty on duty paid stocks of Liquefied Petroleum Gas (LPG) and Superior Kerosene Oil (SKO) is dependent on the end use. It is therefore not practicable to quantify such duty payable on closing stock of LPG and SKO. Accordingly, no provision is made in respect of such stocks held at the year end, the quantum of which calculated at maximum rates works out to **Rs 311.91 million** (Rs.121.10 million). This has no impact on the Profit for the year.
4. Provision for taxation in the Profit and Loss Account includes **Rs. 2.50 million** (Rs. 1.50 million) towards wealth tax.
5. Central India Refinery project is being executed by Bharat Oman Refineries Limited (BORL), a Joint Venture Company promoted by the Corporation and Oman Oil Company. The Corporation has disbursed funds aggregating to **Rs 56.14 million** (net) (Rs. 42.05 million) towards this project which is recoverable from BORL (included in Schedule 'K' - Loans and Advances under "Advances recoverable in cash or in kind or for value to be received").
6. Numaligarh Refinery Project is being undertaken by Numaligarh Refinery Limited (NRL) where the Corporation is a co-promoter alongwith IBP Limited and Government of Assam. The Corporation has disbursed funds aggregating to **Rs. 12.88 million** (net) (Rs. 6.46 million) towards this project which is recoverable from NRL (included in Schedule K - Loans and Advances under "Advances recoverable in cash or in kind or for value to be received").
7. The Corporation holds 49% equity in Bharat Shell Limited (BSL) which has accumulated losses. No provision has been considered necessary in the accounts for the consequential diminution in the value of investment as the same is considered temporary in nature and BSL is expecting to recoup its losses.
8. Capital Commitments and Contingent Liabilities :

8.1 Capital Commitments :

- (a) Estimated amount of contracts remaining to be executed on capital account and not provided for
- (b) The Corporation is in the process of acquiring a plot of land at Mahul for developing it for employees' quarters. Pending finalisation of the terms of development, the capital commitment on this account as at 31.03.1997 is unascertainable.

8.2 Contingent Liabilities :

- (a) In respect of taxation matters of prior years
- (b) Other Matters :
 - i) Surety bonds executed on behalf of other oil companies for excise/customs duties for which BPCL has signed as surety

Rs. Million	31/03/96 Rs. Million
4,449.20	1,894.05
—	—
40.36	38.78
809.01	1,486.57

Schedule 'W' - (Contd.)

ii) Claims against the Corporation not acknowledged as debts :

- (a) Excise and customs matters
- (b) Sales tax matters
- (c) Others

These include **Rs. 1,322.63 million** (Rs. 984.59 million) against which the Corporation has a recourse for recovery and **Rs. 413.93 million** (Rs. 406.04 million) on capital account.

- iii) Uncalled liability on shares partly paid up
- iv) Claims on account of wages, bonus/ex-gratia payments, in respect of pending court cases.

	Rs. Million	31/03/96 Rs. Million
(a) Excise and customs matters	1,087.07	574.23
(b) Sales tax matters	428.08	238.11
(c) Others	3,984.25	2,560.64
iii) Uncalled liability on shares partly paid up	—	45.00
iv) Claims on account of wages, bonus/ex-gratia payments, in respect of pending court cases.	28.32	14.72

9. 9.1 The net amount of exchange difference debited to the Profit and Loss Account is **Rs. 4.98 million** (Amount credited for the year 1995-96 — Rs. 1.32 million).

9.2 The amount of exchange difference debited to the carrying cost of fixed assets and credited to loan account is **Rs. 1.96 million** (Rs. 5.31 million).

9.3 The Company has not entered into forward exchange contracts which could affect the profit or loss of one or more subsequent periods.

10. Managerial Remuneration :

- Salary and allowances
- Contributions to Provident Fund and other funds
- Other benefits

	Rs. Million	1995-96 Rs. Million
Salary and allowances	1.59	0.60
Contributions to Provident Fund and other funds	0.13	0.05
Other benefits	0.42	0.17
	2.14*	0.82

* Includes arrears of Rs. 0.70 million paid to erstwhile Directors.

11. Remuneration to Auditors :

- Audit Fees
- Other Services (for issuing certificates etc.)
- Out of pocket expenses

	Rs. Million	1995-96 Rs. Million
Audit Fees	0.40	0.40
Other Services (for issuing certificates etc.)	0.13	0.10
Out of pocket expenses	0.05	0.05
	0.58	0.55

Schedule 'W' - (Contd.)

12. Licensed Capacity, Installed Capacity (as certified by the Management) and actual production in respect of goods manufactured :

	<u>Licensed Capacity</u>	<u>Installed Capacity</u>	<u>Actual Production</u>
(a) Fuel refinery			
(i) In million metric tonnes p.a.	6.00 (6.00)	6.00 (6.00)	7.59 (7.35)
(ii) Production in kilolitres (KL)			
Light distillates	—	—	2,924,691 (2,933,323)
Middle distillates	—	—	4,962,883 (4,826,296)
Others	—	—	1,098,824 (1,056,593)
(b) Aromatics			
(i) Benzene in metric tonnes (MT)	98,300 (98,300)	98,300 (98,300)	81,533 (60,575)
(ii) Toluene in M.T.	17,600 (17,600)	17,600 (17,600)	20,689 (13,182)
(c) Lubricants in M.T.	96,384 (96,384)	90,000 (90,000)	84,461# (85,862)#
(d) Sulphur in M.T.	5,700 (5,700)	10,950* (10,950)*	361 (NIL)

Includes 15,297 M.T. (17,986 M.T.) produced for Bharat Shell Ltd.

* Designed capacity is based on processing of neat Middle East Crude.

13. Raw materials consumed :

	<u>KL</u>	<u>Quantity</u> <u>MT</u>	<u>Value</u> <u>Rs. Million</u>
Crude Oil (net of surrender to/claim from Industry Pool Accounts)	—	7,593,873 (7,349,672)	17,340.69 (16,782.25)
Base oil	87,835 (90,097)	—	1,535.89 (1,375.65)
			18,876.58 (18,157.90)

Consumption of base oil excludes own consumption and samples Rs. 0.01 million (Rs. Nil).

Schedule 'W' - (Contd.)

14. Finished goods purchased, sold and stocked :

Petroleum Products	Opening Stock		Purchases	
	Quantity MT	Value Rs. Million	Quantity MT	Value Rs. Million
Light Distillates	243,088 (143,883)	794.00 (774.71)	3,434,006 (2,748,512)	12,164.24 (9,728.09)
Middle Distillates	680,133 (758,343)	2,023.31 (1,600.95)	11,289,030 (10,400,140)	34,670.20 (30,277.96)
Others	183,559 (95,910)	307.92 (186.00)	1,392,819 (1,112,359)	2,849.13 (2,595.82)
Aromatics :				
(a) Benzene	4,020 (938)	42.32 (11.25)		
(b) Toluene	41 (107)	0.45 (1.28)		
Lubricants	24,367 (25,662)	697.47 (703.85)		
		3,865.47 (3,278.04)		49,683.57 (42,601.87)
Petroleum Products	Sales		Closing Stock	
	Quantity MT	Value Rs. Million	Quantity MT	Value Rs. Million
Light Distillates	5,275,642 (4,753,254)	33,001.00 (27,653.50)	329,700 (243,088)	1,126.28 (794.00)
Middle Distillates	15,038,767 (14,226,601)	61,358.82 (54,950.70)	959,717 (680,133)	2,821.49 (2,023.31)
Others	2,231,320 (2,139,787)	6,118.10 (5,571.60)	397,948 (183,559)	713.71 (307.92)
Aromatics :				
(a) Benzene	77,025 (58,302)	615.38 (539.02)	8,861 (4,020)	101.19 (42.32)
(b) Toluene	20,488 (13,418)	336.31 (147.00)	336 (41)	3.96 (0.45)
Lubricants	86,038 (86,464)	4,105.89 (3,676.10)	22,485 (24,367)	712.13 (697.47)
		105,535.50 (92,537.92)		5,478.76 (3,865.47)

(a) Purchases exclude inter-product transfers.

(b) Purchases of petroleum products exclude payments to third parties for processing fee Rs. 72.87 million (Rs.48.75 million) but include own consumption and samples Rs. 6.47 million (Rs.17.97 million).

15. Value of imports calculated on C.I.F. basis (excludes imports through canalising agents) :

	Rs. Million	1995-96 Rs. Million
(a) Raw Materials	188.27	87.43
(b) Capital goods	71.57	80.85
(c) Components and spare parts (including packages, chemicals and catalysts)	231.13	224.76

16. Expenditure in foreign currency (on cash basis) :

	Rs. Million	1995-96 Rs. Million
(a) Interest	3.42	5.33
(b) International Trading Activity	171.66	435.51
(c) Know-how	10.89	—
(d) Other matters	33.97	31.38

17. Value of Raw materials, stores / spare parts and components including packages, chemicals & catalysts consumed (on derived basis) :
(Import includes import through canalisation)

	Imported		Indigenous		Total
	Rs. Million	%	Rs. Million	%	Rs. Million
Crude Oil	3,392.32 (2,534.15)	19.56 (15.10)	13,948.37 (14,248.10)	80.44 (84.90)	17,340.69 (16,782.25)
Base Oil	360.41 (136.77)	23.47 (9.94)	1,175.48 (1,238.88)	76.53 (90.06)	1,535.89 (1,375.65)
Stores/Spare parts and Components (including packages, chemicals & catalysts)	322.57 (155.24)	19.63 (10.30)	1,320.54 (1,352.51)	80.37 (89.70)	1,643.11 (1,507.75)

18. Earnings in foreign exchange :

	Rs. Million	1995-96 Rs. Million
Exports at F.O.B. value on own account #	4,172.04	3,610.42

Includes receipt of **Rs. 3,012.77 million** (Rs.2,624.02 million) in Indian currency out of the repatriable funds of foreign airline customers.

19. Expenditure on social overheads :

	Rs. Million	1995-96 Rs. Million
(a) Expenditure on township [net of recovery Rs. 2.20 million (Rs.2.11 million)]	4.24	3.17
(b) Medical facilities over and above statutory requirements	0.85	1.24
(c) Social and cultural activities	8.92	6.71
(d) Depreciation on capital assets (as indicated in Schedule 'D')	4.14	3.85

20. Profit and Loss Account includes expenditure on :

	Rs. Million	1995-96 Rs. Million
(a) Entertainment	1.11	1.23
(b) Public relations and publicity	55.08	55.53
(c) Remuneration to staff employed for public relations work	1.08	1.41

21. Research and development

	Rs. Million	1995-96 Rs. Million
(a) Revenue expenditure	15.59	11.23
(b) Capital expenditure	3.81	15.66

22. Value Added

Rs. Million	1995-96 Rs. Million
20,656.50	19,554.92

23. STATUTORY INFORMATION PURSUANT TO PART - IV OF SCHEDULE - VI TO THE COMPANIES ACT, 1956

Balance Sheet Abstract and Company's General Business Profile

I. Registration Details

Registration No. 8931/TA/III of 1952-53
 Balance Sheet Date 31 03 1997
 Date Month Year

State Code 11

II. Capital Raised during the Year (Rs. million)

Public Issue
 NIL

Rights Issue
 NIL

Bonus Issue
 NIL

Private Placement
 NIL

III. Position of Mobilisation and Deployment of Funds (Rs. million)

Total Liabilities
 34457.60
 Sources of Funds
 Paid-up Capital
 1500.00
 Secured Loans
 6683.50
 Application of Funds
 Net Fixed Assets
 22762.33 *
 Net Current Assets
 9247.28
 Accumulated Losses
 NIL

Total Assets
 34457.60
 Reserves & Surplus
 19349.47
 Unsecured Loans
 6924.63
 Investments
 2447.99
 Misc. Expenditure
 NIL

* Includes Capital work-in-progress

IV. Performance of Company (Rs. million)

Turnover
 105535.50
 Profit/Loss Before Tax
 + 6695.97
 Earnings Per Share in Rs.
 28.84 \$

\$ Before adjustment of tax relating to prior period

Total Expenditure
 102065.82
 Profit/Loss After Tax
 + 4325.97 \$
 Dividend Rate %
 33

V. Generic Names of Three Principal Products/Services of Company (as per monetary terms)

a) Item Code No. (ITC Code) 2710
 Product Description PETROLEUM PRODUCTS
 b) Item Code No. (ITC Code) 2902
 Product Description BENZENE
 c) Item Code No. (ITC Code) 2710
 Product Description LUBRICANTS

Note : ITC code of products as per Indian Trade Classification based on harmonised commodity description and coding system by Ministry of Commerce, Directorate General of Commercial Intelligence & Statistics.

24. In accordance with the approval from Department of Company Affairs, Ministry of Law, Justice and Company Affairs, vide approval 46/30/94-CL.III dt. 4.2.1994 the figures have been shown in rupees million.
25. Figures of the previous year have been regrouped wherever necessary, to conform to current year presentation.

Signature to Schedules 'A' to 'W'

For and on behalf of the Board of Directors

Sd/-

U. SUNDARARAJAN

Chairman and Managing Director

Sd/-

ASHOK SINHA

Director (Finance)

Sd/-

K.S. MANIKASHETTI

Company Secretary

Place : New Delhi

Date : 28th May, 1997.

Cash Flow Statement

	For the year ended 31st March	1997	1996
	Notes	Rs. Million	
A. Cash Flow from Operating Activities			
Net Profit Before tax and prior period items		6,677.54	6,560.75
<i>Adjustment for :</i>			
Depreciation		2,258.12	2,179.77
Interest on borrowings		820.58	393.80
Foreign Exchange	Note 3	4.98	(1.32)
(Profit) / Loss on Sale of Fixed Assets		(4.03)	(17.92)
(Profit) / Loss on Sale of Long-term Investment		—	(162.83)
Interest on Long-term Investment		(52.73)	(52.56)
Dividend earned		(16.13)	(236.94)
Other Non-Cash items	Note 4	(32.84)	(50.15)
Operating Profit before Working Capital Changes		9,655.49	8,612.60
<i>Invested in :</i>			
Trade Receivables		(854.27)	(505.46)
Other receivables	Note 5	(7,461.44)	(3,671.81)
Inventory		(1,545.78)	(608.27)
Current Liabilities & Payables		3,785.95	2,203.21
Cash Generated from Operations		3,579.95	6,030.27
Interest paid on loans other than fixed loans		(313.99)	(32.96)
Direct Taxes paid		(2,769.83)	(2,595.41)
Cash Flow before Prior Period Items		496.13	3,401.90
Prior Period Items		(18.43)	33.00
Non Cash items		(20.40)	(61.35)
Net Cash from Operating Activities		534.96	3,430.25

Cash Flow Statement (Contd.)

	For the year ended 31st March	1997	1996
	Notes	Rs. Million	
B. Net Cash Flow on Investing Activities			
Purchase of fixed assets	Note 6	(6,965.35)	(4,712.08)
Sale of fixed assets		21.39	68.67
<i>Investment in Joint Venture Companies</i>			
Bharat Shell Ltd.		—	(330.75)
Bharat Oman Refineries Ltd.		(100.00)	(95.00)
Numaligarh Refinery Ltd.		(645.00)	(431.06)
Petroleum Infrastructure Ltd.		(45.00)	(30.00)
Purchase of Other Investments		(0.01)	(0.08)
Sale of Investments		—	1,322.10
Interest received on Long-term Investments		51.03	60.72
Dividend received on Long-term Investments		16.13	236.94
Net Cash Flow on Investing Activities		(7,666.81)	(3,910.54)
C. Net Cash Flow on Financing Activities			
Long term Borrowings	Note 6	5,997.70	60.85
Repayment of Loans		(653.99)	(610.91)
Interest on fixed Loans		(589.15)	(394.88)
Dividend Paid		(495.00)	(495.00)
Net Cash Flow on Financing Activities		4,259.56	(1,439.94)
D. Net Increase / (Decrease) in Cash and Cash Equivalents (A-B-C)		(2,872.29)	(1,920.23)

Cash Flow Statement (Contd.)

	Rs. Million	
Cash and Cash Equivalents as at 31st March	1996	1995
Cash in Hand	1,104.75	398.11
Cash at Bank	250.58	1,263.58
Cash in Transit	931.03	350.99
Certificate of Deposits with banks	—	483.86
Cash Credit from scheduled banks	(1,804.86)	(527.25)
Unsecured loans from scheduled banks	(1,118.22)	(685.78)
	(636.72)	1,283.51
Cash and Cash Equivalents as at 31st March	1997	1996
Cash in Hand	1,140.50	1,104.75
Cash at Bank	262.67	250.58
Cash in Transit	1,026.19	931.03
Certificate of Deposits with banks	—	—
Cash Credit from scheduled banks	(3,316.22)	(1,804.86)
Unsecured Loans from scheduled banks / ICDs	(2,622.15)	(1,118.22)
	(3,509.01)	(636.72)
Net change in Cash and Cash Equivalents	(2,872.29)	(1,920.23)

Explanatory notes to Cash Flow Statement

1. The Cash Flow Statement is prepared in accordance with the format prescribed by Securities and Exchange Board of India.
2. In Part-A of the Cash Flow Statement, figures in brackets indicate deductions made from the Net Profit for deriving the net cash flow from operating activities. In Part-B and Part-C, figures in brackets indicate cash outflows.
3. The net (profit)/ loss arising due to conversion of current assets / current liabilities receivable / payable in foreign currency is furnished under the head "Foreign Exchange".
4. "Other Non-Cash items" include excess provisions written back, foreign exchange adjustments not accruing in cash and miscellaneous adjustments not affecting cash flow.
5. Increase in "Other receivables" is mainly on account of non-receipt of claims from Oil Co-ordination Committee. Consequently there is a net decrease in the "Cash and Cash Equivalents" during the current year.

Cash Flow Statement (Contd.)

6. "Purchase of Fixed Assets" and "Long-term Borrowings" exclude the additional liability of Rs. 1.96 million (1995/96 - Rs. 5.31 million) arising on account of exchange variation on the amount of foreign currency loan outstanding as at the date of Balance Sheet.

7. Figures of the previous year have been regrouped wherever necessary, to conform to current years presentation.

For and on behalf of the Board of Directors

Sd/-

U. SUNDARARAJAN
Chairman & Managing Director

We have verified the above Cash Flow Statement of Bharat Petroleum Corporation Limited for the year ended 31st March, 1997 prepared by the Company and certify that the Statement have been derived from the accounts of the Company audited by us and has been prepared in accordance with Stock Exchange listing requirements.

For **DALAL DESAI & KUMANA**

Chartered Accountants

Sd/-

VIJAY N. BHATT

Partner

Mumbai

Dated : 29th May, 1997

For **BORKAR & MUZUMDAR**

Chartered Accountants

Sd/-

DILIP MUZUMDAR

Partner

Annexure to Directors' Report

Particulars of Employees under Section 217(2A) of the Companies Act, 1956 read with the Companies (Particulars of Employees) Rules, 1975 for the year ended 31st March, 1997

SR. NO.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMUN- ERATION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
1	A A RANAVADE	XIITH, DME	32	CRAFTSMAN	10/09/86	11	3,73,730	NOT APPLICABLE	
2	A A TARKAR	V	43	GEN. OPR.	12/04/77	20	3,11,200	NOT APPLICABLE	
3	A B BANKHELE	VII	44	GEN. OPR.	07/09/82	15	3,46,158	NOT APPLICABLE	
4	A B KAMBLE	SSC	46	CRAFTSMAN	10/08/76	21	3,84,187	NOT APPLICABLE	
5	A B PAL	SSC	39	LEADING HAND	02/10/78	18	3,98,145	NOT APPLICABLE	
6	A B PALANDE	IX	33	GEN. OPR.	12/07/83	14	3,38,675	NOT APPLICABLE	
7	A C GAWDE	SSC	38	CRAFTSMAN	23/06/80	17	4,71,683	NOT APPLICABLE	
8	A C PATEL	BSC	35	PRO. TECH.	27/02/84	13	3,60,624	NOT APPLICABLE	
9	A D DALVI	IXTH PASS	37	LEADING HAND	18/05/81	16	3,12,364	NOT APPLICABLE	
10	A D SAMANT	IX	49	FIRE OPR.	12/04/83	14	4,92,863	NOT APPLICABLE	
11	A D SHINDE	IX	40	LEADING HAND	02/10/78	18	3,03,038	NOT APPLICABLE	
12	A G TENDULKAR	SSC, NCTVT	47	CRAFTSMAN	10/03/77	20	3,92,276	NOT APPLICABLE	
13	A H DHOKALE	IXTH PASS	35	LEADING HAND	20/10/81	15	3,37,130	NOT APPLICABLE	
14	A H SAYED	SSC, NCTVT	39	CRAFTSMAN	11/08/80	17	3,85,236	NOT APPLICABLE	
15	A J JAGDALE	SSC	39	GEN. OPR.	01/01/81	16	3,23,362	NOT APPLICABLE	
16	A J MANTRI	SSC, NCTVT	42	CRAFTSMAN	03/05/78	19	4,92,071	NOT APPLICABLE	
17	A J PATIL	IXTH PASS	38	LEADING HAND	02/05/79	18	3,42,256	NOT APPLICABLE	
18	A JAMES VINCENT CHARLEY	B.COM	39	CLERK	14/07/80	17	4,54,275	NOT APPLICABLE	
19	A K PINGULKAR	XTH PASS	50	LEADING HAND	01/12/78	18	3,44,609	NOT APPLICABLE	
20	A K TAMBUSKAR	IX	47	FIRE OPR.	27/06/77	20	3,53,021	NOT APPLICABLE	
21	A M MHATRE	SSC	43	CRAFTSMAN	25/06/80	17	4,75,839	NOT APPLICABLE	
22	A M PURANDARE	BSC	36	UTI. OPR.	20/12/82	14	4,30,508	NOT APPLICABLE	
23	A M ZAGADE	VIII	41	GEN. OPR.	03/11/80	16	3,07,596	NOT APPLICABLE	
24	A N GURAO	IX	52	GEN. OPR.	15/02/79	18	3,70,392	NOT APPLICABLE	
25	A N PAWAR	IX	37	GEN. OPR.	11/05/81	16	3,18,126	NOT APPLICABLE	
26	A P AMBOKAR	SSC, NCTVT	31	CRAFTSMAN	16/09/86	11	3,13,416	NOT APPLICABLE	
27	A P TAMBE	HSC, ITI	35	CRAFTSMAN	21/09/82	15	4,06,932	NOT APPLICABLE	
28	A P VARDEKAR	SSC, NCTVT	37	CRAFTSMAN	01/10/81	15	4,09,556	NOT APPLICABLE	
29	A R BHINGARDIVE	IX	41	LOCO DRIVER	06/01/81	16	3,73,359	NOT APPLICABLE	
30	A R TELURE	SSC, NCTVT	41	CRAFTSMAN	05/05/81	16	4,74,452	NOT APPLICABLE	
31	A S ANGE	SSC, NCTVT	41	CRAFTSMAN	04/01/77	20	5,25,852	NOT APPLICABLE	
32	A S GAWADE	VIII	39	FIRE OPR.	15/02/79	18	4,27,685	NOT APPLICABLE	
33	A S JADHAV	IXTH PASS	36	GEN. OPR.	23/10/81	15	3,00,342	NOT APPLICABLE	
34	A S MORE	VII	41	GEN. OPR.	02/10/78	18	3,35,875	NOT APPLICABLE	
35	A S NAIK	IX	40	CRAFTSMAN	28/01/81	16	3,30,003	NOT APPLICABLE	
36	A S PARKAR	X	40	GEN. OPR.	30/10/80	16	3,36,153	NOT APPLICABLE	
37	A V JATEKAR	VIII	41	GEN. OPR.	15/09/81	16	3,10,723	NOT APPLICABLE	
38	A V KARAMBELKAR	SSC, ITI	42	CRAFTSMAN	04/01/77	20	4,76,335	NOT APPLICABLE	
39	A V PALAV	IX	39	GEN. OPR.	30/01/81	16	3,24,662	NOT APPLICABLE	
40	A V SAWANT	VIII	35	CRAFTSMAN	01/02/83	14	3,44,744	NOT APPLICABLE	
41	A W GAIKWAD	VII	41	GEN. OPR.	29/10/80	16	3,40,895	NOT APPLICABLE	
42	A W YADAV	HSC, NCTVT	37	CRAFTSMAN	20/07/81	16	4,44,579	NOT APPLICABLE	
43	A Y BHATE	HSC, NCTVT	38	CRAFTSMAN	06/12/82	14	3,74,373	NOT APPLICABLE	
44	A Y JADHAV	BSC	35	UTI. OPR.	04/02/83	14	4,72,024	NOT APPLICABLE	
45	A S JASWAL	IX	42	GEN. OPR.	21/10/80	16	3,00,595	NOT APPLICABLE	
46	ABDUL M TAMBOLI	SSC, NCTVT	45	UTI. OPR.	17/12/84	12	4,19,438	NOT APPLICABLE	
47	ABHAY P BENDRE	SSC, NCTVT	43	CRAFTSMAN	11/09/78	19	5,00,655	NOT APPLICABLE	
48	ABHAY R SHIVALKAR	BSC	34	UTI. OPR.	01/04/87	10	3,79,587	NOT APPLICABLE	
49	AGARWAL A K	B COM FCA	53	ED (AUDIT)	01/11/71	28	3,24,300	SR. AUDIT OFFICER PEAT MARWICK MITCHELL	1 YEAR 6 MTHS
50	AGRAWAL V K	B E (INSTR) DIP IN COMP MGT	46	DGM ENGG. SERVS. & AUTOMATION	20/02/84	25	3,14,924	ASST. CHEM. ENGR. (INSTRU) FCI	11 YEARS 6 MTHS
51	AJAMUDDIN A SHIKALGAR	SSC	39	CRAFTSMAN	30/04/79	18	4,46,022	NOT APPLICABLE	
52	AJAY R SARFARE	BSC	35	UTI. OPR.	01/06/84	13	3,87,522	NOT APPLICABLE	
53	AJIT S KUTTY	HSC, NCTVT	32	PRO. TECH.	03/06/86	11	3,08,309	NOT APPLICABLE	
54	* ALAG DAVINDER SINGH	M COM, LLB DIP LABOUR LAW PGD IN PM	33	ACCOUNTS OFFICER	16/09/86	13	3,56,042	PANCHI ROADWAYS CLERK-CUM-TYPIST	2 YEARS
55	ALPHONSO VAZ	SSC, NCTVT	41	CRAFTSMAN	10/08/78	19	4,63,179	NOT APPLICABLE	
56	AMARNATH M KENI	VIII	40	CRAFTSMAN	30/12/85	11	3,04,174	NOT APPLICABLE	

SR.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMU- NERA- TION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
57	ANAGHA ASHISH BHAGAT	BSC	36	CLERK	15/06/83	14	3,46,033	NOT APPLICABLE	
58	ANAND V BHOJANE	SSC,NCTVT	37	CRAFTSMAN	17/09/79	18	4,48,168	NOT APPLICABLE	
59	ANANDA K TAKALKAR	IX	41	GEN. OPR.	04/01/83	14	3,09,375	NOT APPLICABLE	
60	ANANDA N KHARAT	VITH PASS	49	DRIVER	18/06/86	11	3,62,585	NOT APPLICABLE	
61	ANANDRAO M JADHAV	IX	41	DRIVER	30/05/84	13	3,92,968	NOT APPLICABLE	
62	ANANT B JOSHI	B.COM.	43	CLERK	18/10/77	19	5,29,562	NOT APPLICABLE	
63	ANANT C NAGOTKAR	SSC, NCTVT	29	CRAFTSMAN	21/09/87	10	3,43,667	NOT APPLICABLE	
64	ANANT L CHIMAVAKAR	IXTH PASS	36	GEN. OPR.	10/08/84	13	3,07,508	NOT APPLICABLE	
65	ANANT P KHOT	HSC, NCTVT	31	CRAFTSMAN	21/09/87	10	3,20,922	NOT APPLICABLE	
66	ANANT S RAMBADE	SSC, ITI	32	CRAFTSMAN	19/01/87	10	3,47,022	NOT APPLICABLE	
67	* ANCHAN GK	SSC DIP AUTO- MOBILE TECHN.	43	MAINT OFFICER (MECH)	08/03/77	30	5,26,522	PARIKH AUTO	9 YEARS
68	ANIL B SHINDE	SSC	32	CRAFTSMAN	29/07/86	11	3,04,161	NOT APPLICABLE	
69	ANIL D MAYEKAR	SSC,NCTVT	36	CRAFTSMAN	10/09/85	12	3,02,794	NOT APPLICABLE	
70	ANIL J RATHOD	SSC,ITI	30	CRAFTSMAN	21/09/87	10	3,92,558	NOT APPLICABLE	
71	ANIL S NIKALJE	BSC	32	PRO. TECH.	15/10/87	9	3,00,460	NOT APPLICABLE	
72	ANIL S REVADEKAR	BSC	33	PRO. TECH.	11/03/86	11	4,09,331	NOT APPLICABLE	
73	ANILKUMAR DOKE	HSC	32	CRAFTSMAN	05/02/90	7	3,04,007	NOT APPLICABLE	
74	ANITA W D WELLO	BA	36	CLERK	22/06/84	13	3,01,153	NOT APPLICABLE	
75	ANKUSH B DAMGUDE	BSC	40	PRO. TECH.	28/02/80	17	3,16,780	NOT APPLICABLE	
76	ANTHONY J C DIAS	SSC,NCTVT	37	CRAFTSMAN	10/09/79	18	3,99,047	NOT APPLICABLE	
77	ANTHONY M D WELLO	SSC,NCTVT	36	CRAFTSMAN	14/05/84	13	3,93,994	NOT APPLICABLE	
78	ANTONY G GEORGE	SSC	45	GEN SERV CLERK	17/11/86	10	3,54,803	NOT APPLICABLE	
79	ARJUN B KHARAT	VIII	45	GEN. OPR.	03/09/79	18	3,28,412	NOT APPLICABLE	
80	ARNOLD A D CRUZ	HSC,NCTVT	33	PRO. TECH.	14/10/85	11	3,22,170	NOT APPLICABLE	
81	AROTE S T	NCTVT	36	MAINT OFFICER	01/09/82	14	3,22,186	NOT APPLICABLE	
82	ARULRAJ B	B.COM DIP MECH ENGG	33	CLERK	03/07/86	11	3,52,210	NOT APPLICABLE	
83	ARUN A NAIK	SSC, NCTVT	33	CRAFTSMAN	12/05/86	11	3,10,773	NOT APPLICABLE	
84	ARUN B KANKERKAR	IXTH PASS	37	GEN. OPR.	30/12/85	11	3,18,356	NOT APPLICABLE	
85	ARUN B THAKUR	SSC,NCTVT	37	CRAFTSMAN	21/01/86	11	3,59,431	NOT APPLICABLE	
86	ARUN G SHINDE	SSC, ITI, NCTVT	28	CRAFTSMAN	15/09/87	10	3,47,314	NOT APPLICABLE	
87	ARUN H MAHAJAN	SSC,NCTVT	35	CRAFTSMAN	11/06/84	13	4,30,105	NOT APPLICABLE	
88	ARUN R TIRODKAR	HSC,NCTVT	34	CRAFTSMAN	08/07/85	12	3,85,244	NOT APPLICABLE	
89	ARUN R WALUNJ	BSC	33	PRO. TECH.	21/05/86	13	3,30,079	NOT APPLICABLE	
90	ARVIND C JOSHI	HSC, NCTVT	33	CRAFTSMAN	03/09/84	13	3,69,338	NOT APPLICABLE	
91	ARVIND V PALKAR	BSC	37	PRO. TECH.	11/03/86	11	3,46,104	NOT APPLICABLE	
92	ASHA K DESHPANDE	BA	42	CLERK	17/09/82	15	3,29,482	NOT APPLICABLE	
93	ASHLEY A D SOUZA	SSC	37	UTI. OPR.	09/05/86	11	3,56,419	NOT APPLICABLE	
94	ASHOK A KAMBLE	HSC,NCTVT	36	CRAFTSMAN	03/09/84	13	3,68,470	NOT APPLICABLE	
95	ASHOK B PANCHAL	HSC, NCTVT	37	CRAFTSMAN	17/09/84	13	3,63,797	NOT APPLICABLE	
96	ASHOK DEU JADHAV	IX	40	GEN. OPR.	01/09/80	17	3,15,417	NOT APPLICABLE	
97	ASHOK K PAWAR	VII	39	FIRE OPR.	19/02/86	11	3,07,161	NOT APPLICABLE	
98	ASHOK K SAWANT	SSC,NCTVT	40	PRO. TECH.	13/09/79	18	3,51,449	NOT APPLICABLE	
99	ASHOK P GUMGAONKAR	B.COM	35	CLEAR/TYPIST	25/04/86	11	3,99,666	NOT APPLICABLE	
100	ASHOK SINHA	BTECH (ELEC)	45	DIRECTOR FINANCE	01/08/77	23	3,45,289	CUSTOMER ENGG	1 YEAR
101	ATMARAJ V JADHAV	VIIITH PASS	43	FORKLIFT OPR.	28/10/80	16	3,27,872	INT. COMP. LTD	3 MTHS
102	AVINASH P KHADSE	HSC,NCTVT	33	PRO. TECH.	14/10/85	11	3,03,001	NOT APPLICABLE	
103	AVINASH T TEMBKAR	BSC	37	PRO. TECH.	01/03/84	13	3,12,118	NOT APPLICABLE	
104	B A SONAWANE	VII	38	GEN. OPR.	21/08/81	16	3,07,628	NOT APPLICABLE	
105	B B KADAM	SSC	42	CRAFTSMAN	17/09/82	15	3,57,593	NOT APPLICABLE	
106	B B KARANDE	SSC	50	CRAFTSMAN	07/07/80	17	4,74,680	NOT APPLICABLE	
107	B B MORE	VIII	47	CRAFTSMAN	01/03/77	20	3,33,722	NOT APPLICABLE	
108	B D JUWATKAR	SSC	44	GEN. OPR.	29/10/80	16	3,05,507	NOT APPLICABLE	
109	B D PATOLE	VI	43	CRAFTSMAN	10/07/78	19	4,98,226	NOT APPLICABLE	
110	B D RAO	IX	55	GEN. OPR.	19/05/81	16	3,13,999	NOT APPLICABLE	
111	B D SHETTAGAR	SSC,NCTVT	37	CRAFTSMAN	26/08/81	16	3,90,776	NOT APPLICABLE	
112	B D TIWALE	VII	50	GEN. OPR.	19/05/81	16	3,25,438	NOT APPLICABLE	
113	B D WADKAR	SSC,NCTVT	40	CRAFTSMAN	03/11/81	15	3,74,953	NOT APPLICABLE	
114	B G NIGHOT	IX	41	GEN. OPR.	27/08/80	17	3,13,354	NOT APPLICABLE	
115	B G PAWAR	SSC	47	FIRE OPR.	19/09/80	17	4,64,977	NOT APPLICABLE	

SR. NO.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMU- NERA- TION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
116	B G SALVI	IX	37	GEN. OPR.	11/04/83	14	3,12,088	NOT APPLICABLE	
117	B K BELHEKAR	IX	38	CRAFTSMAN	28/01/81	16	3,60,845	NOT APPLICABLE	
118	B K UDARE	B.COM	44	CLERK	04/10/82	14	4,43,215	NOT APPLICABLE	
119	B M FARGOJ	VIIIITH PASS	46	DRIVER	11/05/81	16	3,61,072	NOT APPLICABLE	
120	B N KAMBLE	IX	38	GEN. OPR.	02/01/81	16	3,31,927	NOT APPLICABLE	
121	B N KHILARE	SSC	40	CRAFTSMAN	02/11/81	15	3,01,881	NOT APPLICABLE	
122	B R CHOUHAN	SSC,ITI	37	CRAFTSMAN	22/09/82	15	4,00,240	NOT APPLICABLE	
123	B R SAWANT	IX	36	LEADING HAND	03/11/80	16	3,00,705	NOT APPLICABLE	
124	B R YADAV	VIII	42	GEN. OPR.	02/10/78	18	3,74,316	NOT APPLICABLE	
125	B S CHAVAN	IX	36	GEN. OPR.	23/02/83	14	3,12,372	NOT APPLICABLE	
126	B S KANDARKAR	BSC	35	PRO. TECH.	20/02/84	13	3,01,288	NOT APPLICABLE	
127	BABAN BAPU SHELKE	SSC	45	CRAFTSMAN	06/10/77	19	4,84,225	NOT APPLICABLE	
128	BABASAHEB V WARE	VIIIITH PASS	35	FIRE OPR.	11/11/86	10	3,11,178	NOT APPLICABLE	
129	BABRAS SUJATA S	BSC,	33	DY.MGR SPORTSPERSON	19/04/88	10	3,19,923	ASSISTANT LIC LTD	1 YEAR 4 MTHS
130	BABURAO B MORDI	B COM	33	CLERK	12/04/88	9	3,29,723	NOT APPLICABLE	
131	BABURAO M KAMAT	SSC,ITI	37	CRAFTSMAN	19/01/87	10	3,01,929	NOT APPLICABLE	
132	* BAJANTRI LN	B A	43	OPS OFF (PROD DESP)	07/05/81	19	4,49,054	E.S.I.C. . CLERK	2 YEARS
133	BALAKISHAN R PATIL	X	42	GEN. OPR.	18/07/79	18	3,37,771	NOT APPLICABLE	
134	* BALASUBRAMANIAN A*	B TECH (CHEM)	42	CHIEF MANAGER (BORL)	02/11/79	19	2,19,873	DALAL CONSULTAN S & ENGRS P LTD JR CHEM ENGR	2 YEARS
135	* BALASUBRAMANIYAN M K*	B COM CERT OF STORES & PURCH.	40	SR MGR (WAREHOUSE)	01/09/78	18	2,46,033	NOT APPLICABLE	
136	BALCHANDRA M DESAI	BSC	34	UTI. OPR.	01/04/87	10	3,69,827	NOT APPLICABLE	
137	BALKRISHNA M BHAGWAT	BSC	34	CRAFTSMAN	25/11/85	11	3,19,225	NOT APPLICABLE	
138	BALU N GAIKWAD	SSC,NCTVT	32	CRAFTSMAN	13/09/85	12	3,53,814	NOT APPLICABLE	
139	BALVANT SADO PATIL	IX	42	GEN. OPR.	01/09/80	17	3,17,035	NOT APPLICABLE	
140	BAPU R MHASKE	SSC	44	CRAFTSMAN	01/02/80	17	4,19,180	NOT APPLICABLE	
141	BASIR J PATEL	VIIIITH PASS	39	CRAFTSMAN	17/12/85	11	3,37,632	NOT APPLICABLE	
142	BAUSAHEB M BHOSALE	SSC	40	FIRE OPR.	23/06/86	11	3,42,895	NOT APPLICABLE	
143	BEDI S.K.	B A HONS/MA (ECO)	57	DIRECTOR PERSONNEL	01/12/64	32	3,93,921	NOT APPLICABLE	
144	BEHURIA S	B A (HONS) /PGD BA	45	ED SALES	01/06/73	24	3,30,924	NOT APPLICABLE	
145	BHAGAWAN V SURYAWANSHI	B.COM,NCTVT	34	CRAFTSMAN	01/02/85	12	4,02,518	NOT APPLICABLE	
146	BHAGWAN L DEMDE	M.COM	41	CLERK/TYPIST	02/06/86	11	3,00,773	NOT APPLICABLE	
147	BHAGWAN N YAMGAR	SSC	46	UTI. OPR.	21/11/86	10	3,56,647	NOT APPLICABLE	
148	BHALCHANDRA P PATIL	SSC, NCTVT	34	CRAFTSMAN	19/01/87	10	3,12,270	NOT APPLICABLE	
149	BHALCHANDRA V GOKHALE	B COM LLB	32	PERS. OFFICER	03/07/86	12	3,19,663	APPRENTICE B.E.S.T.	7 MTHS
150	BHANU PRATAP SINGH	MA(HIND)	36	CLERK	14/05/84	13	3,81,299	NOT APPLICABLE	
151	BHARAT C AMRUTSAGA	VIIIITH PASS	37	CRAFTSMAN	24/03/88	9	3,06,394	NOT APPLICABLE	
152	BHARAT H GIRI	SSC,NCTVT	33	CRAFTSMAN	10/09/85	12	3,22,596	NOT APPLICABLE	
153	BHARAT MADHAVI	BA	44	CLERK/TYPIST	29/01/87	10	3,37,311	NOT APPLICABLE	
154	BHARAT R YADAV	HSC,NCTVT	35	CRAFTSMAN	03/09/84	13	4,11,535	NOT APPLICABLE	
155	BHARATI PRADEEP KAWATHE	MA	35	CLERK	16/04/86	11	3,09,861	NOT APPLICABLE	
156	BHIKAJI B BHOSALE	IX	38	DRIVER	17/12/85	11	3,15,899	NOT APPLICABLE	
157	BRAHMADEO P SHINDE	X	41	DRIVER	18/06/79	18	3,94,446	NOT APPLICABLE	
158	BUCKY VARGHESE	BSC	32	CRAFTSMAN	02/09/85	12	3,49,913	NOT APPLICABLE	
159	C G GAONKAR	VIII	39	FIRE OPR.	29/12/80	16	3,84,899	NOT APPLICABLE	
160	C G PAWAR	VII	37	CRAFTSMAN	23/09/86	11	3,20,017	NOT APPLICABLE	
161	C K MAHADKAR	SSC,NCTVT	39	CRAFTSMAN	12/11/81	15	4,57,827	NOT APPLICABLE	
162	C K SHETTY	SSC	38	CRAFTSMAN	10/01/84	13	3,70,625	NOT APPLICABLE	
163	C M AYARE	SSC,NCTVT	37	CRAFTSMAN	11/05/81	16	4,79,112	NOT APPLICABLE	
164	C M DHERANGE	IX	37	GEN. OPR.	15/02/79	18	3,54,412	NOT APPLICABLE	
165	C N HAMMAND	IX	38	GEN. OPR.	26/05/81	16	3,16,860	NOT APPLICABLE	
166	C N MORE	IX	39	GEN. OPR.	02/01/81	16	3,14,721	NOT APPLICABLE	
167	C N PADWAL	IX	37	GEN. OPR.	04/01/83	14	3,04,441	NOT APPLICABLE	
168	C S SHELAR	SSC	41	CRAFTSMAN	28/10/80	16	4,04,381	NOT APPLICABLE	
169	C V KUMAR	VIII	39	LEADING HAND	02/10/78	18	3,85,566	NOT APPLICABLE	
170	CAMILLO A FERNANDES	SSC,NCTVT	36	CRAFTSMAN	17/09/84	13	3,16,193	NOT APPLICABLE	

Sr. No.	Name	Qualification	Age	Designation/ Nature of Duties	Date of Commencement of Employment	Total No. of Years of Employment	Remuneration	Particulars of Last Employment	Period- Years/ Months
171	CARLSTON A COUTINHO	HSC,NCTVT	33	CRAFTSMAN	03/09/84	13	3,14,362	NOT APPLICABLE	
172	* CHANDRA B	MGR,LPG, DELHI	58		20/10/61	36	1,97,537	NOT APPLICABLE	
173	* CHANDRAKANT B SAWANT	HSC,NCTVT	38	UTL,OPR.	09/05/86	11	3,83,994	NOT APPLICABLE	
174	* CHANDRAKANT B ZUJAM	IX	37	GEN,OPR.	02/10/78	18	3,67,990	NOT APPLICABLE	
175	* C D NIMBALKAR	BA	43	CLERK	10/11/80	16	4,33,095	NOT APPLICABLE	
176	* C S NANDANWAR	MCOM	45	CLERK	06/09/84	13	4,02,717	NOT APPLICABLE	
177	* CHANDRAKANT V KAMBLE	HSC,NCTVT	39	CRAFTSMAN	08/03/85	12	3,81,234	NOT APPLICABLE	
178	* CHANDRAKANT V TRIMBAKE	SSC,ITI, NCTVT	31	CRAFTSMAN	15/09/87	10	3,16,276	NOT APPLICABLE	
179	CHANDRAMOHAN SRINIVASAN	IX	39	GEN,OPR.	02/10/78	18	3,32,105	NOT APPLICABLE	
180	CHANDRAN M	MSC	43	DY MGR, LPG BTLG.	01/09/82	19	3,28,159	PG ASSISTANT	2 YEARS
181	CHANDRASHEKHAR N REDDY	SSC, NCTVT	34	CRAFTSMAN	06/05/86	11	3,38,137	SCHOOL	2 MTHS
182	CHANDRASING K PAMARA	BSC	34	PRO,TECH.	28/09/87	10	3,15,681	NOT APPLICABLE	
183	CHARLES P ALVA	BA, NCTVT	33	CRAFTSMAN	17/09/84	13	3,98,523	NOT APPLICABLE	
184	CHAUHAN K M S	BA, LTB, POST GRA-	51	DGM LPG SALES	01/09/86	26	3,11,688	DIV MANAGER	6 YEARS
185	CHETAN V SAWANT	HSC, NCTVT	33	CRAFTSMAN	02/09/85	12	3,08,424	NOT APPLICABLE	
186	CHOUDHARY R C	ME (MECH), ELEC.	50	GM NRL	09/04/84	27	3,36,171	ASST CHIEF ENGR.	13 YEARS
187	D A PAMAR	ENG., M.A.M.	42	SERVICES	28/01/81	16	3,09,810	FCI SINDRI	3 MTHS
188	D A TURBEKAR	SSC,ITI	42	CRAFTSMAN	05/05/78	19	4,29,073	NOT APPLICABLE	
189	D B BAGAM	VII	49	DRIVER	08/02/83	14	4,65,042	NOT APPLICABLE	
190	D B FAPALE	X	41	GEN,OPR.	06/01/81	16	3,27,483	NOT APPLICABLE	
191	D B GUPTA	BSC	43	UTL,OPR.	01/03/83	14	4,10,990	NOT APPLICABLE	
192	D B MAHADIK	X	51	GEN,OPR.	02/10/78	18	3,08,795	NOT APPLICABLE	
193	D B SIMA	IX	41	GEN,OPR.	08/12/81	15	3,11,258	NOT APPLICABLE	
194	D B TONDE	IX	42	UTL,OPR.	30/10/80	16	3,54,168	NOT APPLICABLE	
195	D C VARTY	X	45	GEN,OPR.	04/12/78	18	3,10,661	NOT APPLICABLE	
196	D D SHIRSEKAR	BSC	43	UTL,OPR.	16/09/76	21	5,34,010	NOT APPLICABLE	
197	D D THORAT	X	40	FIRE OPR.	27/01/81	16	3,95,338	NOT APPLICABLE	
198	D G LANJEKAR	SSC	40	GEN,OPR.	05/01/81	16	3,19,088	NOT APPLICABLE	
199	D G MOHITE	VII	37	CRAFTSMAN	07/09/82	15	3,06,445	NOT APPLICABLE	
200	D H SAWANT	X	40	LOCO DRIVER	22/01/81	16	4,10,137	NOT APPLICABLE	
201	D J DESAI	BSC	40	UTL,OPR.	16/08/83	14	4,00,903	NOT APPLICABLE	
202	D J GAIKARI	HSC,NCTVT	37	CRAFTSMAN	30/12/82	14	4,25,473	NOT APPLICABLE	
203	D J PATIL	SSC,ITI	31	CRAFTSMAN	16/09/86	11	3,60,168	NOT APPLICABLE	
204	D K KALE	VIII	45	GEN,OPR.	02/10/78	18	3,23,187	NOT APPLICABLE	
205	D K SHETTY	BSC	37	PRO,TECH.	21/11/83	13	3,26,155	NOT APPLICABLE	
206	D L BHOSLE	VI	56	GEN,OPR.	01/04/77	20	3,46,524	NOT APPLICABLE	
207	D M JACHAV	SSC	42	FIRE OPR.	13/07/81	16	3,98,946	NOT APPLICABLE	
208	D M PARAB	SSC,NCTVT	34	CRAFTSMAN	01/07/83	14	4,28,686	NOT APPLICABLE	
209	D P JAWLE	BA	34	CLERK	07/10/87	9	3,53,942	NOT APPLICABLE	
210	D P PADAVE	X	39	LEADING HAND	03/11/80	16	3,07,638	NOT APPLICABLE	
211	D R BHATT	VIII	40	GEN,OPR.	21/06/77	20	4,30,126	NOT APPLICABLE	
212	D R SHINDE	BSC	37	PRO,TECH.	17/11/83	13	3,12,633	NOT APPLICABLE	
213	D S ACHAREKAR	IX	43	GEN,OPR.	15/02/79	18	3,44,134	NOT APPLICABLE	
214	D S BHOSALE	SSC	39	FIRE OPR.	02/02/83	14	3,25,394	NOT APPLICABLE	
215	D S CHOWDHARY	SSC	57	UTL,OPR.	20/02/79	18	5,13,992	NOT APPLICABLE	
216	D S DHAMANKAR	HSC	35	LEADING HAND	04/01/83	14	3,33,585	NOT APPLICABLE	
217	D S KUDALKAR	IX	36	GEN,OPR.	12/01/81	16	3,22,290	NOT APPLICABLE	
218	D S PAMAR	SSC	44	GEN,OPR.	03/10/77	19	3,31,556	NOT APPLICABLE	
219	D S RUMDE	X	41	GEN,OPR.	16/01/81	16	3,45,247	NOT APPLICABLE	
220	D V BAKRE	B COM	42	CLERK	14/09/78	21	5,65,079	NOT APPLICABLE	
221	D W MORE	IX	37	GEN,OPR.	02/10/78	18	3,35,683	NOT APPLICABLE	
222	DAMODAR M KOLI	VII	33	FOKLIFT OPR.	10/10/85	11	3,14,332	NOT APPLICABLE	
223	DAMODAR VITHOBA PATIL	VIII	34	GEN,OPR.	10/10/85	11	3,32,952	NOT APPLICABLE	
224	DANIAL B JAGTAP	HSC, NCTVT	30	PRO,TECH.	03/02/88	9	3,14,772	NOT APPLICABLE	
225	DATTARAM B GAIKAR	IX	40	GEN,OPR.	25/10/79	17	3,32,734	NOT APPLICABLE	
226	DATTARAM N GUNJAL	SSC	47	DRIVER	20/09/78	19	5,39,380	NOT APPLICABLE	
227	DATTARAM R TAWDE	VIIITH PASS	37	CRAFTSMAN	27/02/86	11	3,60,482	NOT APPLICABLE	

SR. NO.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMU- NERA- TION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
228	DATTATRAY L YEREKAR	BSC	47	CLERK/TYPIST	19/11/79	17	3,76,632	NOT APPLICABLE	
229	DATTATRAYA GONDHALEKAR	SSC,NCTVT	36	CRAFTSMAN	17/09/84	13	3,23,337	NOT APPLICABLE	
230	DAYAVATHI NAVEEN PUTHRA	B.COM	37	CLERK	17/08/84	13	3,40,072	NOT APPLICABLE	
231	DEDHIA V K	NCTVT	35	MAINT OFFICER	09/09/85	13	3,30,642	ONGC - URBAN TERMINAL MAINT FITTER	7 MTHS
232	DEELIP L GAONKAR	B.COM.	30	CLERK/TYPIST	07/04/86	11	3,60,459	NOT APPLICABLE	
233	DEEPAK B PATIL	SSC, NCTVT	35	CRAFTSMAN	20/01/87	10	3,21,057	NOT APPLICABLE	
234	DEEPAK G TATARIA	B COM	40	CLERK	24/06/80	17	4,19,335	NOT APPLICABLE	
235	DEEPAK H WORLIKAR	VIII	49	GEN. OPR.	07/12/79	17	3,18,294	NOT APPLICABLE	
236	DEEPAK P MORE	SSC	43	CRAFTSMAN	06/01/78	19	4,66,443	NOT APPLICABLE	
237	DEEPAK VANAGE	BSC	34	PRO. TECH.	19/03/86	11	3,62,979	NOT APPLICABLE	
238	* DESAI SR	INT COMMERCE	42	ADMIN OFF (CANTEENS)	17/01/77	23	5,42,046	BAYER INDIA PVT. LTD. APPRENTICE	1 YEAR
239	DEVALBEN K BORICHA	SSC	44	GEN. OPR.	02/01/80	17	3,00,014	NOT APPLICABLE	
240	DEVDAAS C KOLI	SSC	41	CRAFTSMAN	10/08/78	19	4,44,594	NOT APPLICABLE	
241	DHANESH H GIRI	SSC,NCTVT,ITES,	31	CRAFTSMAN	12/05/86	11	3,64,243	NOT APPLICABLE	
242	* DHOND V H *	SSC RADIO SERVS	58	SR. MAINT MGR(INSTR)	29/06/59	37	2,70,333	NOT APPLICABLE	
243	* DIGAMBER J LAD	SSC,ITI	37	CRAFTSMAN	28/07/86	11	3,00,539	NOT APPLICABLE	
244	* DILIP D SHINDE	SSC	40	CRAFTSMAN	06/05/86	11	3,56,279	NOT APPLICABLE	
245	* DILIP M DOIPHODE	SSC, NCTVT	34	CRAFTSMAN	06/05/86	11	3,43,302	NOT APPLICABLE	
246	* DILIP V MAVLANKAR	SSC	37	UTI. OPR.	09/05/86	11	3,82,344	NOT APPLICABLE	
247	DINESH JOSHI	B SC	45	MANAGER MUMBAI RESEL- LER DIVISION	26/09/81	21	3,09,271	MEDICAL REPRESENTATIVE	3 YEARS 1 MTH
248	DINESH K LOKEGAONKAR	BSC	34	PRO. TECH.	13/01/86	11	3,97,996	INDO-PHARMA	
249	DINESH M SINGH	SSC,NCTVT	33	CRAFTSMAN	03/09/84	13	3,01,942	NOT APPLICABLE	
250	DINESH R DHURU	SSC,NCTVT	38	CRAFTSMAN	19/05/86	11	3,48,699	NOT APPLICABLE	
251	DINKAR B MADKE	SSC,NCTVT	41	UTI. OPR.	11/06/84	13	4,30,766	NOT APPLICABLE	
252	DNYANDEO V PATIL	SSC,NCTVT	33	CRAFTSMAN	01/04/85	12	4,13,765	NOT APPLICABLE	
253	DNYANESHWAR B NAIK	BSC,NCTVT	33	PRO. TECH.	02/09/85	12	3,08,404	NOT APPLICABLE	
254	DNYANESHWAR M SON	M COM	34	CLERK/TYPIST	09/05/90	7	3,31,379	NOT APPLICABLE	
255	DNYANOBA MAHANGARE	IX	42	GEN. OPR.	27/06/77	20	3,54,693	NOT APPLICABLE	
256	DOMNIC T ISSAC	HSC,NCTVT	34	CRAFTSMAN	25/11/85	11	3,30,359	NOT APPLICABLE	
257	DOMNIC T. LOPES	SSC,ITI	44	CRAFTSMAN	06/10/77	19	5,82,561	NOT APPLICABLE	
258	DONATO JOSEPH PINTO	HSC	36	UTI. OPR.	16/05/79	18	5,05,883	NOT APPLICABLE	
259	* DROOGE C S	SR. CAMBRIDGE	58	DY MGR. EFF. RESEARCH	09/03/56	41	45,558	NOT APPLICABLE	
260	DSOUZA LW (MRS)	B COM	38	SECRETARY	19/03/84	18	3,33,836	JAY ENTERPRISES STENOGRAPHER	4 YEARS
261	* DSOUZA RE	BSC	36	MATERIALS OFFICER	16/04/84	16	3,02,463	BIDCO STUDS PVT LTD	1 YEAR
262	DUTTA SK	B TECH CIVIL M I E	55	GM SPL. DUTIES	16/09/83	33	3,08,512	APP ENGG APEEJAY STRUCTURALS LTD	1 MTH
263	E B PALANDE	IX	36	GEN. OPR.	01/10/81	15	3,09,569	NOT APPLICABLE	
264	E L FERNANDES	IXTH PASS	34	LEADING HAND	04/01/83	14	3,21,668	NOT APPLICABLE	
265	EAPEN G	INTER SCIENCE	57	DGM EFF. RESEARCH	01/06/64	33	3,12,358	COST CLERK MERCURY PAINTS, BOMBAY	1 YEAR 4 MTHS
266	EKNATH B KOLI	SSC,NCTVT	34	CRAFTSMAN	06/07/84	13	3,81,018	NOT APPLICABLE	
267	G B GHOGALE	SSC	41	GEN. OPR.	29/12/80	16	3,22,413	NOT APPLICABLE	
268	G B PAWAR	VII	55	GEN. OPR.	18/09/76	21	3,06,745	NOT APPLICABLE	
269	G C SALI	SSC,NCTVT	39	CRAFTSMAN	23/05/83	14	4,13,459	NOT APPLICABLE	
270	G D DESAI	SSC,NCTVT	42	CRAFTSMAN	15/12/81	15	4,15,019	NOT APPLICABLE	
271	G D JAMSUTKAR	SSC	36	CRAFTSMAN	22/09/82	15	3,84,934	NOT APPLICABLE	
272	G G BASWAT	VII	44	GEN. OPR.	02/05/79	18	3,42,501	NOT APPLICABLE	
273	G G VALANJU	SSC,NCTVT	41	CRAFTSMAN	27/04/77	20	3,83,500	NOT APPLICABLE	
274	G J SAMANT	SSC,NCTVT	34	CRAFTSMAN	05/04/83	14	4,41,905	NOT APPLICABLE	
275	G K LONDHE	IX	46	GEN. OPR.	28/10/80	16	3,07,766	NOT APPLICABLE	
276	G K MAILI	VII	38	GEN. OPR.	15/09/81	16	3,18,566	NOT APPLICABLE	
277	G N SABLE	VI	55	GEN. OPR.	18/08/80	17	3,18,078	NOT APPLICABLE	

Sr.	No.	Name	Qualification	Age	Designation/ Nature of Duties	Date of Com- mencement of employ- ment	Total No. of years experience	Remu- nera- tion	Particulars of last employment	Period- years/ months
278	G N SONBURKAR	VII	S.S.C., NCTVT	46	FIRE OPR.	20/09/76	21	3,20,999	NOT APPLICABLE	
279	G R GAIKWAD	S.S.C., NCTVT	S.S.C., NCTVT	38	CRAFTSMAN	01/12/81	15	4,24,370	NOT APPLICABLE	
280	G S DEORUKHAR	S.S.C., NCTVT	S.S.C., NCTVT	40	CRAFTSMAN	12/09/77	20	4,58,365	NOT APPLICABLE	
281	GAHINATH R KEKAN	IX	IX	36	DRIVER	17/12/85	11	3,77,680	NOT APPLICABLE	
282	* GAIKWAD R P	BE (MECH)	BE (MECH)	37	MGR (MECH) PROU CELL	04/08/83	14	2,53,005	GODREJ & BOYCE	1 YEAR
283	GAJANAN N PATIL	S.S.C., NCTVT	S.S.C., NCTVT	40	UTL OPR.	04/08/88	9	3,62,611	NOT APPLICABLE	
284	GAJANAN R LAWANE	IX	IX	41	CRAFTSMAN	07/01/78	19	3,97,036	NOT APPLICABLE	
285	GAJENDRA N GANGURDE	VII	VII	39	CRAFTSMAN	07/04/86	11	3,48,064	NOT APPLICABLE	
286	GANESH D SUSVIRKAR	S.S.C., NCTVT	S.S.C., NCTVT	41	CRAFTSMAN	06/10/77	19	4,50,891	NOT APPLICABLE	
287	GANESH S VENGURLEKAR	S.S.C., NCTVT	S.S.C., NCTVT	33	CRAFTSMAN	01/04/85	12	3,62,265	NOT APPLICABLE	
288	GANESH V RANAWADE	S.S.C.	S.S.C.	33	UTL OPR.	04/11/85	11	3,26,770	NOT APPLICABLE	
289	GANESH VAITY	S.S.C.	S.S.C.	34	CRAFTSMAN	07/10/91	5	3,03,137	NOT APPLICABLE	
290	GANGADARAN J	BA PGD PM IR	BA PGD PM IR	57	DGM SALES	04/01/65	36	3,37,289	REPRESENTATIVE SALES	4 YEARS
291	GAUTAM BHIKU PAWAR	NURSING	NURSING	38	MALE NURSE	01/11/91	5	3,07,590	NOT APPLICABLE	
292	GAUTAM S PAWAR	S.S.C., NCTVT	S.S.C., NCTVT	38	CRAFTSMAN	10/09/79	18	5,18,748	NOT APPLICABLE	
293	GEETHA STEPHEN	BA	BA	40	CLEERK	21/02/83	14	3,53,423	NOT APPLICABLE	
294	GEORGE D'CUINHA	BA	BA	45	CLEERK	28/10/86	10	3,38,125	NOT APPLICABLE	
295	GHISH H NABAR	H.S.C., NCTVT	H.S.C., NCTVT	35	CRAFTSMAN	12/05/86	11	3,72,642	NOT APPLICABLE	
296	* GONSALVES M E	INTER ARTS	INTER ARTS	58	DY MGR. EFF. RESEARCH	17/05/57	40	2,07,671	NOT APPLICABLE	
297	* GOPAL V CHOUDHARI	B.S.C.	B.S.C.	38	PRO. TECH.	23/04/84	13	3,22,931	NOT APPLICABLE	
298	* GOPINATH T	BE (MECH)	BE (MECH)	58	CH. MANAGER LUBS	14/12/64	35	3,82,708	ASSTT. ENGG.	3 YEARS
299	* GOPINATHAN A NAIR	B.COM	B.COM	41	CLEERK	01/03/83	14	4,57,146	BEARINGS LTD	
300	* GOSWAMI PN	1ST YR SC.	1ST YR SC.	38	OPS OFF (PROD DESP)	24/12/81	18	4,06,935	L.C. BORA	2 YEARS
301	GOURLI C. CHANE	BA	BA	37	CLEERK	06/07/84	13	3,82,267	NOT APPLICABLE	
302	GOVIND S REVANKAR	S.S.C., NCTVT	S.S.C., NCTVT	34	CRAFTSMAN	28/07/86	11	3,18,893	NOT APPLICABLE	
303	* GULATI VINOD KUMAR	BA, NCTVT	BA, NCTVT	34	MAINT OFFICER (INST)	01/06/84	16	3,86,611	HINDUSTAN PETROLEUM CORP	3 YEARS
304	GUPTA R M	B.S.C (ELEC. ENG G), M.B.A.	B.S.C (ELEC. ENG G), M.B.A.	44	DGM DIST. WR	12/10/82	22	3,15,009	SALES ENGG MACNEIL & MAGOR LTD	3 YEARS
305	GURKHE MB	MA (ECO), DIP	MA (ECO), DIP	38	ADMIN OFF (CANTENES)	15/06/84	15	3,35,283	BOMBAY TELEPHONES	2 YEARS
306	H A SURVE	VIII	VIII	36	CRAFTSMAN	19/10/81	15	3,40,439	NOT APPLICABLE	
307	H B KALE	S.S.C.	S.S.C.	39	CRAFTSMAN	15/09/81	16	4,39,857	NOT APPLICABLE	
308	H G SONONE	BA	BA	14	CLEERK	01/10/82	14	4,08,574	NOT APPLICABLE	
309	H G PATEL	VII	VII	38	GEN. OPR.	29/10/80	16	3,00,716	NOT APPLICABLE	
310	H G SAYYAD	S.S.C.	S.S.C.	44	LOCO DRIVER	23/01/81	16	3,70,666	NOT APPLICABLE	
311	H S DEORUKHAR	S.S.C., NCTVT	S.S.C., NCTVT	43	CRAFTSMAN	12/09/77	20	4,23,494	NOT APPLICABLE	
312	HANMANT D KOKARE	VIIIT PASS	VIIIT PASS	32	DRIVER	10/11/86	10	4,47,638	NOT APPLICABLE	
313	HANMANT L SHIRKE	S.S.C., NCTVT, BOILE	S.S.C., NCTVT, BOILE	40	UTL OPR.	17/12/84	12	4,32,653	NOT APPLICABLE	
314	HANMANT R KADAM	S.S.C., ITI	S.S.C., ITI	36	CRAFTSMAN	17/09/84	13	4,01,900	NOT APPLICABLE	
315	HANUMANT B KOKARE	IX	IX	39	CRAFTSMAN	01/02/80	17	3,86,517	NOT APPLICABLE	
316	HANUMANT D KAMPUR	S.S.C., NCTVT	S.S.C., NCTVT	43	UTL OPR.	04/04/83	14	4,35,413	NOT APPLICABLE	
317	HARESHWAR WORLIKAR	B.COM	B.COM	37	CLEERK	29/01/87	10	3,22,315	NOT APPLICABLE	
318	HARIKISHNA T SABAT	X	X	40	GEN. OPR.	02/12/80	16	3,18,794	NOT APPLICABLE	
319	HARIRAM A VAITY	S.S.C., NCTVT	S.S.C., NCTVT	34	CRAFTSMAN	12/09/84	13	3,66,765	NOT APPLICABLE	
320	HARISH B SHETTY	B.S.C.	B.S.C.	33	UTL OPR.	25/03/87	10	3,87,403	NOT APPLICABLE	
321	H B KULKARNI	H.S.C.	H.S.C.	33	CRAFTSMAN	02/09/85	12	4,16,639	NOT APPLICABLE	
322	HARISHCHANDRA V PATIL	S.S.C., NCTVT	S.S.C., NCTVT	38	CRAFTSMAN	10/09/79	18	4,89,623	NOT APPLICABLE	
323	HARRY JOSEPH M DIAS	H.S.C.	H.S.C.	30	CRAFTSMAN	14/09/87	10	3,13,360	NOT APPLICABLE	
324	HARUNKHAN I PATHAN	S.S.C., NCTVT, ITE	S.S.C., NCTVT, ITE	34	CRAFTSMAN	01/10/84	12	3,91,131	NOT APPLICABLE	
325	HAZOOBIA J B S	BE (MECH)	BE (MECH)	49	ED JV REFINERIES	01/07/81	22	3,98,594	DY. MAINT. MGR	6 YEARS

SR. NO.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMU- NERA- TION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
								DEPT. OF ATOMIC ENERGY	6 MTHS
326	HEMANT D GHADGE	HSC, IND.SECU	35	CRAFT FIT/MAC/MEC.	17/11/86	10	3,08,408	NOT APPLICABLE	
327	HEMANT P SHAMBHUDAS	IXTH PASS	38	GEN. OPR.	20/03/84	13	3,12,239	NOT APPLICABLE	
328	HINDURAO A THORAT	VIII	34	GEN. OPR.	30/12/85	11	3,18,518	NOT APPLICABLE	
329	HOSHIYARSINGH S DEHIYA	HSC, NCTVT	29	PRO. TECH.	22/09/88	9	3,13,887	NOT APPLICABLE	
330	IEZAZ PATEL	M.COM	37	CLERK	30/06/83	14	4,05,062	NOT APPLICABLE	
331	IGNATIUS J FERNANDES	BSC, NCTVT	39	PRO. TECH.	07/05/85	12	3,19,058	NOT APPLICABLE	
332	INDUMATI LANDE	BCOM	31	CLERK	05/03/87	10	3,16,720	NOT APPLICABLE	
333	IQUBALUDDIN R	VIII	34	GEN. OPR.	11/10/85	11	3,05,376	NOT APPLICABLE	
334	J A MAMPILLY	SSC, NCTVT	37	CRAFTSMAN	01/09/81	16	4,12,204	NOT APPLICABLE	
335	J B ARANHA	SSC, NCTVT	38	CRAFTSMAN	02/06/81	16	4,10,675	NOT APPLICABLE	
336	J B JADHAV	VII	40	GEN. OPR.	24/08/81	16	3,02,712	NOT APPLICABLE	
337	J B KADAM	BSC	37	PRO. TECH.	16/11/83	13	4,16,656	NOT APPLICABLE	
338	J B ROKDE	SSC	39	CRAFTSMAN	18/12/81	15	3,81,310	NOT APPLICABLE	
339	J C MUSALE	SSC, ITI	48	CRAFTSMAN	01/10/76	20	5,04,406	NOT APPLICABLE	
340	J G GAONKAR	X	42	GEN. OPR.	13/01/81	16	3,05,586	NOT APPLICABLE	
341	J G PARAB	IX	42	GEN. OPR.	27/08/80	17	3,18,170	NOT APPLICABLE	
342	J JOSE	SSC	54	UTI. OPR.	17/05/83	14	4,33,693	NOT APPLICABLE	
343	J K KOLI	VII	46	CRAFTSMAN	05/11/81	15	5,80,690	NOT APPLICABLE	
344	J L RANE	IX	41	GEN. OPR.	29/10/80	16	3,13,871	NOT APPLICABLE	
345	J M D SILVA	SSC, NCTVT	34	CRAFTSMAN	02/12/83	13	3,51,843	NOT APPLICABLE	
346	J M JADHAV	SSC, NCTVT	42	CRAFTSMAN	21/12/81	15	4,48,899	NOT APPLICABLE	
347	J NOEL	SSC	41	PRO. TECH.	22/06/77	20	3,81,498	NOT APPLICABLE	
348	J S DAS	VII	41	GEN. OPR.	10/11/78	18	3,55,668	NOT APPLICABLE	
349	J S KAKADE	IX	42	GEN. OPR.	06/01/81	16	3,11,426	NOT APPLICABLE	
350	J T KOLI	IX	40	LEADING HAND	15/02/79	18	3,68,701	NOT APPLICABLE	
351	JAGANNATH S GHORPADE	X	40	FIRE OPR.	23/09/85	12	3,22,479	NOT APPLICABLE	
352	JAGDISH D BHOIR	SSC, NCTVT	40	CRAFTSMAN	11/09/79	18	4,37,086	NOT APPLICABLE	
353	JAGDISH H SHINDE	BSC	34	UTI. OPR.	27/03/87	10	3,45,881	NOT APPLICABLE	
354	JAGDISH R PATEL	SSC, NCTVT	36	CRAFTSMAN	22/01/86	11	3,24,118	NOT APPLICABLE	
355	* JAIN M K	BA	58	DY. MGR, ACCOUNTS NR	08/12/57	39	3,67,555	NOT APPLICABLE	
356	* JAIN S K	B SC (ENGG-PROD N) ADPE, LLB	48	GM DEPUTED TO PII	06/08/82	26	1,61,911	PLNG MGR (WORKS) IBP	5 YEARS
357	JAIRAM V DHURI	SSC, NCTVT	35	CRAFTSMAN	23/06/87	10	3,25,594	NOT APPLICABLE	
358	JANARDAN B ROKADE	SSC	38	DRIVER	18/06/86	11	3,62,312	NOT APPLICABLE	
359	JANARDAN BHOIR	BA	40	CLERK/TYPIST	06/10/86	10	3,89,268	NOT APPLICABLE	
360	JANARDHAN SAJAN TAMBE	SSC	41	CLERK	18/10/77	19	4,56,950	NOT APPLICABLE	
361	JAYANT S HAJARE	SSC	37	CRAFTSMAN	03/04/89	8	3,39,112	NOT APPLICABLE	
362	JAYASANKAR KS	B.COM DIP. IN PER. MGMT	30	SECRETARY	06/04/87	12	3,01,869	MODERN WATER PROOFING STENOGRAPHER	3 YEARS
363	JAYSING ABA BHISE	X	42	LEADING HAND	12/04/77	20	3,79,075	NOT APPLICABLE	
364	JEETLAL R YADAV	HSC	40	GEN. OPR.	27/06/77	20	3,29,892	NOT APPLICABLE	
365	JEEVAN P CHAUDHARI	BSC	35	PRO. TECH.	28/06/84	13	3,04,190	NOT APPLICABLE	
366	JOHN A FERNANDES	HSC, NCTVT	31	CRAFTSMAN	15/06/87	10	3,30,871	NOT APPLICABLE	
367	JOHNSON I GONSALVES	SSC, ITI	35	CRAFTSMAN	29/07/86	11	3,61,320	NOT APPLICABLE	
368	JOSEPH	BA	45	CLERK	01/09/82	15	4,10,791	NOT APPLICABLE	
369	JOSEPH J MONTEIRO	SSC	40	CLERK	03/10/77	19	5,43,594	NOT APPLICABLE	
370	JOSEPH S RATHOS	SSC, NCTVT	38	CRAFTSMAN	13/01/86	11	3,01,987	NOT APPLICABLE	
371	JOSHI S K	B.COM/C A	45	GM FINANCE	13/02/78	24	3,10,591	ASSTT. ACCOUNTANT TIFR	7 MTHS
372	JOSY D PEREIRA	B.COM.	42	CLERK	20/09/82	15	4,57,422	NOT APPLICABLE	
373	K B KAMBLE	IXTH PASS	34	GEN. OPR.	22/09/86	11	3,17,408	NOT APPLICABLE	
374	K B MAJHI	VIII	37	GEN. OPR.	15/09/81	16	3,22,187	NOT APPLICABLE	
375	K B TARE	VII	41	GEN. OPR.	25/11/81	15	3,21,268	NOT APPLICABLE	
376	K B YADAV	HSC	47	CRAFTSMAN	02/10/78	18	4,72,581	NOT APPLICABLE	
377	K C GAIKAR	VIII	41	GEN. OPR.	05/01/81	16	3,22,717	NOT APPLICABLE	
378	K D RATHOD	VII	41	GEN. OPR.	15/04/77	20	3,18,932	NOT APPLICABLE	
379	K D WAITY	SSC, NCTVT	40	CRAFTSMAN	04/04/83	14	4,48,603	NOT APPLICABLE	
380	K G ANGANE	SSC, NCTVT	37	CRAFTSMAN	21/01/86	11	3,60,281	NOT APPLICABLE	
381	K G JADHAV	IX	57	GEN. OPR.	27/09/82	15	3,03,513	NOT APPLICABLE	

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382	K J AUGUSTINE	SSC,NCTVT	46	PRO. TECH.	17/10/77	19	3,61,966	NOT APPLICABLE	2 YEARS
383	K J MAHADIK	SSC,NCTVT	40	CRAFTSMAN	06/05/81	13	4,74,339	NOT APPLICABLE	2 YEARS
384	K K WARKHADE	SSC,NCTVT	42	CRAFTSMAN	06/03/84	16	3,52,133	NOT APPLICABLE	2 YEARS
385	K L CHANDNA	HSC, NCTVT	32	CRAFTSMAN	10/09/86	11	3,60,604	NOT APPLICABLE	2 YEARS
386	K M PATIL	SSC,ITI	41	GEN. OPR.	01/01/81	16	3,41,419	NOT APPLICABLE	2 YEARS
387	K M SAWANT	IX	48	GEN. OPR.	15/02/79	18	3,32,666	NOT APPLICABLE	2 YEARS
388	K N PATEL	SSC	44	CRAFTSMAN	02/10/78	18	3,80,930	NOT APPLICABLE	2 YEARS
389	K P PATIL	SSC,NCTVT	37	CRAFTSMAN	01/12/83	13	4,23,383	NOT APPLICABLE	2 YEARS
390	K PHILIP THOMAS	BSC	36	PRO. TECH.	15/02/84	13	3,01,406	NOT APPLICABLE	2 YEARS
391	K S GAMRE	IV	51	GEN. OPR.	14/09/76	21	3,47,395	NOT APPLICABLE	2 YEARS
392	K S PARAB	HSC,NCTVT	42	CRAFTSMAN	14/05/81	16	4,16,153	NOT APPLICABLE	2 YEARS
393	K S PRABHAKARAN	MA	41	CLECK	26/03/84	13	3,07,543	NOT APPLICABLE	2 YEARS
394	K S R MURTHY	B.A.	38	CLECK	08/10/82	14	4,16,319	NOT APPLICABLE	2 YEARS
395	K S SHRINIVASAN	X	37	GEN. OPR.	03/11/81	15	3,03,901	NOT APPLICABLE	2 YEARS
396	K S SWAMINATHAN	B.COM	40	CLECK	03/07/86	11	4,08,005	NOT APPLICABLE	2 YEARS
397	K SHARMA	SSC	45	CRAFTSMAN	28/07/82	15	3,60,989	NOT APPLICABLE	2 YEARS
398	K T THORAT	III	53	CRAFTSMAN	28/10/77	19	4,02,695	NOT APPLICABLE	2 YEARS
399	* KADAM VB	SSC,ITI	36	ESTATES OFFICER	01/07/83	16	3,90,857	NOT APPLICABLE	2 YEARS
400	KAKA V PAWAR	IX	39	CRAFTSMAN	30/05/84	13	3,55,569	NOT APPLICABLE	2 YEARS
401	KANOD M KOLI	SSC, NCTVT	34	CRAFTSMAN	28/07/86	11	3,78,549	NOT APPLICABLE	2 YEARS
402	* KARTHIKEYAN P S	B.TECH (CHEM), DIP IN FORTRAN	49	DGM (DEVELOPMENT)	02/02/77	26	2,70,059	SHIFT ENGR TRAINEE	5 YEARS
403	KASHINATH V WAYAL	SSC,NCTVT	42	CRAFTSMAN	19/10/77	19	4,68,666	CHEMICALS	5 MTHS
404	KAUL M K	B E (MECH)	47	DGM MAINT. REFINERY	29/09/86	26	3,12,470	PLANT ENGR.	12 YEARS
405	KAWAJGI M BANDERAO	SSC,ITI	32	CRAFTSMAN	04/11/86	10	3,21,186	NOT APPLICABLE	7 MTHS
406	KESHAV R MATHAD	SSC,NCTVT	32	CRAFTSMAN	30/05/85	12	3,49,202	NOT APPLICABLE	7 MTHS
407	KESHAVAN P PILLAY	SSC,NCTVT	38	CRAFTSMAN	14/01/86	11	4,38,052	NOT APPLICABLE	7 MTHS
408	KHANDARE S P	B.TECH (CHEM)	45	GM OPS REFINERY	01/09/77	20	3,04,785	NOT APPLICABLE	7 MTHS
409	KHARAT S V	B E(CHEM)	35	MGR SCH & BLNDG	03/12/84	12	3,23,451	NOT APPLICABLE	7 MTHS
410	KISHOR G WARANG	HSC,NCTVT	30	CRAFTSMAN	11/09/87	10	3,12,184	NOT APPLICABLE	7 MTHS
411	KISHORE KUMAR A NAIR	HSC,NCTVT	31	CRAFTSMAN	11/09/87	10	3,26,528	NOT APPLICABLE	7 MTHS
412	KISHOR KUMAR J MODH	SSC, NCTVT, B.A	41	UTL. OPR.	04/07/88	9	3,67,269	ENDESCO PVT LTD	5 YEARS
413	* KOHLI N S	BSC, DME	58	MGR ON DEP BHARAT	03/01/77	31	2,06,734	SR MECH D/MAN	5 YEARS
414	* KONDIRA R TATLE	VII	35	GEN. OPR.	30/12/85	11	3,00,759	NOT APPLICABLE	5 YEARS
415	* KOSHY T K	MSC,IPS,DIP SLS	58	GM SR	01/10/62	34	3,92,064	NOT APPLICABLE	5 YEARS
416	* KRISHNA DHONDIBA KALE	IX	43	GEN. OPR.	27/08/80	17	3,16,156	NOT APPLICABLE	5 YEARS
417	* KRISHNA N REDDY	HSC, NCTVT	35	CRAFTSMAN	23/06/87	10	3,43,299	NOT APPLICABLE	5 YEARS
418	* KRISHNAKANT H PATIL	SSC,NCTVT	35	CRAFTSMAN	06/07/84	13	3,78,229	NOT APPLICABLE	5 YEARS
419	* KRISHNAMURTHY N IYER	BSC	36	PRO. TECH.	09/07/84	13	3,25,555	NOT APPLICABLE	5 YEARS
420	KRISHNAMURTHI S	B SC HONS	44	GM COORDINATION	15/12/82	23	3,25,466	DY. REGIONAL FIN.	5 MTHS
421	KRISHNAN RAMACHANDRAN	HSC, NCTVT	31	CRAFTSMAN	15/08/87	10	3,35,529	NOT APPLICABLE	5 MTHS
422	KUMARABHADRA KAMBLE	VII	30	DRIVER	10/10/91	5	3,28,250	NOT APPLICABLE	5 MTHS
423	KUNJURAMAM V	SSC	55	MALE NURSE	03/07/86	11	3,83,264	NOT APPLICABLE	5 MTHS
424	L G BUTHELLO	VIII	41	CRAFTSMAN	06/11/78	18	4,23,745	NOT APPLICABLE	5 MTHS
425	L N AWATE	IX	51	GEN. OPR.	15/02/79	18	3,35,553	NOT APPLICABLE	5 MTHS
426	L S D'SOUZA	SSC,NCTVT	40	CRAFTSMAN	11/12/81	15	4,36,717	NOT APPLICABLE	5 MTHS
427	L S LAKKAPATRI	BSC	35	CLECK	29/09/87	10	3,88,534	NOT APPLICABLE	5 MTHS
428	L S PUKALE	X	43	GEN. OPR.	03/12/80	16	3,06,223	DIR (OPS) MRL	2 YEARS
429	* LAL M B	B TECH PGDBA	50	DIRECTOR REFINERIES	23/05/96	27	3,90,710	NOT APPLICABLE	2 YEARS
430	LANCY C RODRIGUES	SSC,NCTVT	36	CRAFTSMAN	03/02/86	11	4,57,894	NOT APPLICABLE	2 YEARS
431	LAXMAN B MALAP	IX	46	GEN. OPR.	01/02/80	17	3,50,967	NOT APPLICABLE	2 YEARS
432	LAXMAN B POTE	BSC	43	CLECK	30/04/79	18	5,30,404	NOT APPLICABLE	2 YEARS
433	LAZAR CHARLES	SSC	31	CRAFTSMAN	24/03/88	9	3,21,580	NOT APPLICABLE	2 YEARS
434	LESLEY S ARTHUR	SSC	30	CRAFTSMAN	10/06/87	10	3,23,341	NOT APPLICABLE	2 YEARS

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435	M A MANE	IX	36	CRAFTSMAN	01/02/83	14	3,26,492	NOT APPLICABLE	
436	M B BHANGRE	IX	35	GEN. OPR.	15/09/81	16	3,25,696	NOT APPLICABLE	
437	M B DHANAWADE	SSC	51	GEN. OPR.	11/01/77	20	3,60,874	NOT APPLICABLE	
438	M B DURGAVAL	SSC	37	CRAFTSMAN	23/10/81	15	3,02,719	NOT APPLICABLE	
439	M B JAGTAP	VII	42	GEN. OPR.	15/01/81	16	3,27,035	NOT APPLICABLE	
440	M B KEDARE	SSC, NCTVT	43	CRAFTSMAN	05/05/81	16	4,27,354	NOT APPLICABLE	
441	M D HANKARE	VIII, BOILER-I	43	UTLOPR.	19/08/80	17	4,60,603	NOT APPLICABLE	
442	M D KOLI	SSC	45	PRO. TECH.	03/11/77	19	3,40,485	NOT APPLICABLE	
443	M G CONTRACTOR	VII	43	GEN. OPR.	11/08/80	17	3,00,279	NOT APPLICABLE	
444	M G NAGESH	VIII	39	GEN. OPR.	07/01/81	16	3,14,970	NOT APPLICABLE	
445	M K BHAGWAT	SSC, NCTVT	37	PRO. TECH.	25/06/80	17	3,05,976	NOT APPLICABLE	
446	M K MALE	BSC	35	UTLOPR.	01/06/87	10	3,29,269	NOT APPLICABLE	
447	M K SHIGREKAR	IX	37	CRAFTSMAN	20/10/81	15	3,83,659	NOT APPLICABLE	
448	M L KOLAGE	IX	37	GEN. OPR.	16/10/81	15	3,00,995	NOT APPLICABLE	
449	M M FAROOQUI	HSC	47	FIRE OPR.	31/10/80	16	4,73,561	NOT APPLICABLE	
450	M M NILANKAR	X	42	GEN. OPR.	30/10/80	16	3,09,916	NOT APPLICABLE	
451	M MURALI	B.COM	37	CLERK	06/09/82	15	3,67,692	NOT APPLICABLE	
452	M P PILLAI	XTH PASS, DAE	56	CRAFTSMAN	05/10/81	15	3,68,805	NOT APPLICABLE	
453	M P SANKARAN	SSC	44	CRAFTSMAN	04/10/77	19	4,60,603	NOT APPLICABLE	
454	M R SAWANT	IX	40	GEN. OPR.	30/12/80	16	3,17,218	NOT APPLICABLE	
455	M R SINGH	HSC, NCTVT	35	CRAFTSMAN	02/09/83	14	4,59,569	NOT APPLICABLE	
456	M R TIKE	SSC, NCTVT	34	CRAFTSMAN	15/09/86	11	3,68,699	NOT APPLICABLE	
457	M R VEVHARE	VIII	43	GEN. OPR.	01/12/78	18	3,37,632	NOT APPLICABLE	
458	M RAMCHANDRA	HSC	42	CRAFTSMAN	04/07/77	20	4,79,943	NOT APPLICABLE	
459	M S GILL	VIII	42	CRAFTSMAN	27/12/82	14	4,05,112	NOT APPLICABLE	
460	M S LUTCHMAYA	SSC, NCTVT	39	CRAFTSMAN	06/11/81	15	4,21,249	NOT APPLICABLE	
461	M S SHENOY	BSC	34	PRO. TECH.	02/09/83	14	3,26,776	NOT APPLICABLE	
462	M S VAIDYA	BSC	36	PRO. TECH.	15/12/83	13	3,12,107	NOT APPLICABLE	
463	M T SADAFULE	HSC	38	CRAFTSMAN	13/10/86	10	3,21,379	NOT APPLICABLE	
464	M T TIWARI	IX	36	GEN. OPR.	15/02/79	18	3,48,860	NOT APPLICABLE	
465	M. A. SUDERSANAN	BSC(BOT)	43	CLERK	05/10/81	15	4,62,494	NOT APPLICABLE	
466	MADAN S PATIL	SSC, ITI	38	CRAFTSMAN	01/02/85	12	4,19,099	NOT APPLICABLE	
467	MADHUKAR B DURGVALE	BSC	35	UTLOPR.	11/06/84	13	4,26,615	NOT APPLICABLE	
468	MADHUKAR R SHINDE	SSC, ITI	36	CRAFTSMAN	09/09/85	12	3,34,930	NOT APPLICABLE	
469	MADHURI V DESHMUKH	BA	43	CLERK	21/03/84	13	3,66,965	NOT APPLICABLE	
470	MAHADEO B GADE	HSC	38	FIRE OPR.	01/03/77	20	4,37,661	NOT APPLICABLE	
471	MAHADEO K MALI	SSC	34	CRAFTSMAN	12/05/86	11	3,91,702	NOT APPLICABLE	
472	MAHADEO P KARAN	SSC	43	DRIVER	25/04/78	19	4,16,677	NOT APPLICABLE	
473	MAHADEO R MAHADIK	SSC, NCTVT	45	FIRE OPR.	26/04/79	18	4,69,757	NOT APPLICABLE	
474	MAHADEO V DIMBLE	SSC, ITI	33	CRAFTSMAN	16/02/87	10	3,60,635	NOT APPLICABLE	
475	MAHAVIR N KAMBALE	BA	39	CLERK	24/11/83	13	4,64,756	NOT APPLICABLE	
476	MAHDEO T JAGDALE	IX	47	GEN. OPR.	01/02/80	17	3,30,440	NOT APPLICABLE	
477	MAHESH J GODSE	BSC, NCTVT	39	CRAFTSMAN	02/10/79	17	5,16,617	NOT APPLICABLE	
478	MAHESH JOSHI	SSC, NCTVT	28	CRAFTSMAN	09/10/89	7	3,01,070	NOT APPLICABLE	
479	MAHESH R RANE	SSC, NCTVT	37	CRAFTSMAN	07/01/85	12	3,36,099	NOT APPLICABLE	
480	MAHESH R SAVANT	HSC, NCTVT	34	CRAFTSMAN	02/06/86	11	3,18,583	NOT APPLICABLE	
481	MAHESHWARI S C	B E (MECH)	53	GM E&P REFINERY	01/07/82	29	3,21,523	SR. ENGR. EIL	9 YEARS 8 MTHS
482	MANALI NARSULE	L.L.B	37	CLERK	10/01/85	12	3,00,252	NOT APPLICABLE	
483	MANDAR R GARDE	SSC, B.ATT	36	UTLOPR.	29/10/87	9	3,58,580	NOT APPLICABLE	
484	MANGESH A LAD	SSC, NCTVT	33	CRAFTSMAN	30/07/86	11	3,66,486	NOT APPLICABLE	
485	MANIK H BOTRE	SSC	36	CRAFTSMAN	10/10/85	11	3,24,662	NOT APPLICABLE	
486	MANIKASHETTI K S	B A, BGL, LLB FCS	55	COMPANY SECY	04/05/87	27	3,00,373	COMPANY SECRETARY MSSIDC LTD, BOMBAY	2 YEARS 2 MTHS
487	MANOHAR D SOMAN	BCOM	44	CLERK	25/10/77	19	5,42,951	NOT APPLICABLE	
488	MANOHAR J MAHULKAR	HSC	33	UTLOPR.	11/04/88	9	3,09,778	NOT APPLICABLE	
489	MANOHARAN MOHAN	VIITH PASS	33	LOCO DRIVER	31/05/85	12	3,17,008	NOT APPLICABLE	
490	MANOJ B NAGORE	SSC, NCTVT	35	CRAFTSMAN	10/09/85	12	3,05,859	NOT APPLICABLE	
491	MANOJ V BORKAR	SSC, NCTVT	32	CRAFTSMAN	13/01/86	11	3,21,286	NOT APPLICABLE	
492	MARK OWEN J MENDONSA	HSC, NCTVT	30	CRAFTSMAN	14/09/87	10	3,34,358	NOT APPLICABLE	

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493	MARUTI G KALKUNDRI	BA	41	CLERK	17/02/83	14	5,30,848	NOT APPLICABLE	
494	MARUTI S SURYAVANSHI	VIII	39	GEN. OPR.	27/07/81	16	3,25,611	NOT APPLICABLE	
495	M D DIKE	BCOM	31	CLERK	05/10/87	9	3,53,768	NOT APPLICABLE	
496	MHOMMED ASLAM J KHAN	VIIITH PASS	35	DRIVER	18/06/86	11	4,44,401	NOT APPLICABLE	
497	MILIND A GORE	XIITH, NCTVT	34	CRAFTSMAN	26/06/86	11	3,60,346	NOT APPLICABLE	
498	MILIND DESAI	HSC	29	UTI. OPR.	04/10/89	7	3,04,791	NOT APPLICABLE	
499	MILIND S THAKUR	SSC, ITI	34	CRAFTSMAN	29/07/86	11	3,22,742	NOT APPLICABLE	
500	MOHAN C GOPHANE	HSC, NCTVT	33	CRAFTSMAN	02/09/85	12	3,99,831	NOT APPLICABLE	
501	MOHAN N KHATRI	BSC	33	PRO. TECH.	21/05/86	11	3,02,956	NOT APPLICABLE	
502	MOHD SHAKEEL M SHAIKH	HSC, NCTVT	35	CRAFTSMAN	03/09/84	13	4,04,891	NOT APPLICABLE	
503	MOSES P GHATYA	VII	35	GEN. OPR.	28/05/85	12	3,14,452	NOT APPLICABLE	
504	MUKUND R KULTHE	SYJC, NCTVT	36	UTI. OPR.	01/07/87	10	3,49,214	NOT APPLICABLE	
505	MUKUNDRAO R SA	VIII	43	GEN. OPR.	01/09/80	17	3,23,244	NOT APPLICABLE	
506	N B AROULKAR	SSC, NCTVT	39	CRAFTSMAN	23/02/84	13	4,42,592	NOT APPLICABLE	
507	N B BHAMBANI	BSC	37	PRO. TECH.	21/11/83	13	3,13,412	NOT APPLICABLE	
508	N B NIKAM	SSC, NCTVT	44	CRAFTSMAN	05/05/81	16	5,15,052	NOT APPLICABLE	
509	N B PANCHAL	HSC, NCTVT	34	CRAFTSMAN	02/09/83	14	3,90,677	NOT APPLICABLE	
510	N D PAKKALA	SSC	49	FIRE OPR.	06/04/83	14	4,19,153	NOT APPLICABLE	
511	N D RAUT	VIII	39	GEN. OPR.	27/07/81	16	3,09,186	NOT APPLICABLE	
512	N D TARKAR	VII	39	GEN. OPR.	20/10/81	15	3,26,267	NOT APPLICABLE	
513	N D VAIRAL	IX	40	GEN. OPR.	13/01/81	16	3,01,246	NOT APPLICABLE	
514	N G GHOLEKAR	VII	42	DRIVER	04/05/78	19	5,13,946	NOT APPLICABLE	
515	N G PATEL	VII	38	GEN. OPR.	06/11/78	18	3,29,713	NOT APPLICABLE	
516	N G PATEL	SSC, ITI	37	CRAFTSMAN	22/09/82	15	4,31,107	NOT APPLICABLE	
517	N G TENDULKAR	SSC	37	CRAFTSMAN	06/05/83	14	4,39,262	NOT APPLICABLE	
518	N K GHASIAS	BSC	46	PRO. TECH.	14/08/80	17	4,06,553	NOT APPLICABLE	
519	N K MAJUMDAR	SSC	47	CRAFTSMAN	14/12/81	15	4,78,845	NOT APPLICABLE	
520	N K MALI	VII	52	GEN. OPR.	20/08/80	17	3,14,583	NOT APPLICABLE	
521	N M BHALEKAR	X	40	UTI. OPR.	07/09/82	15	3,18,910	NOT APPLICABLE	
522	N M KHAN	XTH PASS	43	FOKLIPT OPR.	02/10/78	18	3,05,498	NOT APPLICABLE	
523	N M MAJHAREKAR	IX	40	GEN. OPR.	18/05/81	16	3,13,376	NOT APPLICABLE	
524	N M PATIL	SSC	40	LOCO DRIVER	02/10/78	18	3,50,819	NOT APPLICABLE	
525	N P NAGVEKAR	X	41	LEADING HAND	30/01/81	16	3,66,062	NOT APPLICABLE	
526	N R KOKATE	VIII	37	GEN. OPR.	27/07/81	16	3,19,580	NOT APPLICABLE	
527	N S RAUT	BSC	35	PRO. TECH.	20/03/84	13	3,72,848	NOT APPLICABLE	
528	N T CHERIAN	SSC	51	UTI. OPR.	06/01/84	13	4,32,620	NOT APPLICABLE	
529	N V KOKITKAR	IX	40	GEN. OPR.	19/10/81	15	3,11,706	NOT APPLICABLE	
530	N V MORAJKAR	X	40	GEN. OPR.	12/01/81	16	3,07,999	NOT APPLICABLE	
531	N V SHENOY	SSC	41	CRAFTSMAN	18/10/78	18	4,72,934	NOT APPLICABLE	
532	NABLE KOLI	BA	37	CLERK	29/01/87	10	3,27,378	NOT APPLICABLE	
533	NAGESH K NAIDU	VII	30	FIRE OPR.	08/10/85	11	3,39,412	NOT APPLICABLE	
534	NAKUL LATA TEKALE	BCOM	34	CLEK/TYPEIST	29/09/87	10	3,35,536	NOT APPLICABLE	
535	NAMDEO C VAITY	VII	43	GEN. OPR.	28/05/85	12	3,20,086	NOT APPLICABLE	
536	NAMDEO S MAKASARE	SSC	43	FIRE OPR.	01/08/88	9	3,30,629	NOT APPLICABLE	
537	NANDA WANAGE MRS	SSC	38	FEMALE NURSE	02/08/87	10	3,28,075	NOT APPLICABLE	
538	NANDADEEP G WALVE	HSC, NCTVT	32	CRAFTSMAN	25/11/85	11	3,45,553	NOT APPLICABLE	
539	NANDAKISHOR P VETKAR	BSC	35	PRO. TECH.	11/01/85	12	3,34,857	NOT APPLICABLE	
540	NANDKISHOR P THORAT	SSC, NCTVT	42	CRAFTSMAN	21/06/79	18	4,75,124	NOT APPLICABLE	
541	NANDKISHOR S SHIPURKAR	SSC	36	CRAFTSMAN	20/01/86	11	3,41,820	NOT APPLICABLE	
542	NANDKISHORE G SHINDE	HSC, NCTVT	34	CRAFTSMAN	02/09/85	12	4,02,339	NOT APPLICABLE	
543	NARASIMHA S PUJARI	VIII	35	GEN. OPR.	30/05/85	12	3,06,990	NOT APPLICABLE	
544	NARASINGH M KAMESHWAR	HSC, NCTVT, DME	33	CRAFTSMAN	03/09/84	13	4,35,775	NOT APPLICABLE	
545	NARAYAN A RAWOOL	SSC, NCTVT	34	CRAFTSMAN	15/01/86	11	3,22,178	NOT APPLICABLE	
546	NARAYAN BABURAO DIGHE	IX	43	DRIVER	01/09/80	17	3,94,416	NOT APPLICABLE	
547	NARAYAN L PATEL	SSC	42	CRAFTSMAN	02/10/78	18	4,16,952	NOT APPLICABLE	
548	NARAYAN S A	B SC (HONS)	46	GM CORPORATE AFFAIRS	01/01/79	24	3,49,863	ASST. SECRETARY SHAMRAO VITHAL CO. BANK	4 YEARS
549	* NARAYANCHARYULU S N C S	MSC TECH.	51	SR MGR INSPECTION	01/07/88	28	75,328	PDIL DY SUPDT NOT APPLICABLE	20 YEARS
550	NARENDRA G PAWAR	IXTH	36	CRAFTSMAN	03/07/84	13	3,03,336	NOT APPLICABLE	
551	NARESH A MORE	IXTH	37	FIRE OPR.	22/12/86	10	3,63,539	NOT APPLICABLE	

SR. NO.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMUN- ERATION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
552	NAVIT C MHATRE	SSC, NCTVT	34	CRAFTSMAN	08/07/85	12	3,89,622	NOT APPLICABLE	
553	* NAYAK A D	M TECH HIGHWAYS MIE DBM	58	CH. SALES SERVS MGR	23/05/63	36	3,03,529	ASSOCIATE LECTURER MAULANA AZAD COLLEGE, BHOP	1 YEAR 3 MTHS
554	* NEMINATH BABU KSHIRSAGA	IX	44	LEADING HAND	02/04/79	18	3,43,129	NOT APPLICABLE	
555	* NILKANTH L SAWANT	SSC,NCTVT	37	PRO.TECH.	17/09/79	18	3,21,561	NOT APPLICABLE	
556	* NIRANJAN N BISWAS	SSC	52	LAB TECH.	11/06/80	17	4,66,239	NOT APPLICABLE	
557	* NITIN M DANDEKAR	BSC	35	PRO.TECH.	20/05/85	12	3,08,284	NOT APPLICABLE	
558	* NITIN V PALKAR	BSC, NCTVT	35	CRAFTSMAN	03/09/84	13	3,71,301	NOT APPLICABLE	
559	* NIVAS G ADHAV	SSC, NCTVT, ITI	37	CRAFTSMAN	28/07/86	11	3,14,296	NOT APPLICABLE	
560	* NORBERT R GONSALVES	VIIITH, NCTVT	37	CRAFTSMAN	15/04/86	11	3,53,157	NOT APPLICABLE	
561	* O A D'SOUZA	HSC,NCTVT	34	CRAFTSMAN	02/09/83	14	4,01,787	NOT APPLICABLE	
562	* OMPRAKASH P PARANJPE	SSC	42	CRAFTSMAN	10/03/77	20	4,61,611	NOT APPLICABLE	
563	* P A BHABAL	SSC,NCTVT	42	CRAFTSMAN	20/10/77	19	5,01,858	NOT APPLICABLE	
564	* P A KAMBLE	SSC	41	LOCO DRIVER	02/10/78	18	3,29,042	NOT APPLICABLE	
565	* P B CHAUDHARI	BCOM	40	CLERK	14/10/82	14	3,92,201	NOT APPLICABLE	
566	* P C GOPINATH MENON	HSC	39	CRAFTSMAN	03/12/79	17	5,12,462	NOT APPLICABLE	
567	* P C LOHAKARE	IX	35	GEN. OPR.	19/11/81	15	3,15,762	NOT APPLICABLE	
568	* P D JOSHI	SSC,NCTVT	45	CRAFTSMAN	03/11/81	15	4,52,462	NOT APPLICABLE	
569	* P D TAWDE	SSC,ITI	39	FIRE OPR.	27/08/80	17	3,46,542	NOT APPLICABLE	
570	* P E DESHMUKH	BSC	37	PRO.TECH.	01/12/83	13	3,50,530	NOT APPLICABLE	
571	* P E MAHADIK	VII	41	GEN. OPR.	04/12/80	16	3,11,327	NOT APPLICABLE	
572	* P G BHOSALE	SSC	38	GEN. OPR.	12/07/83	14	3,08,972	NOT APPLICABLE	
573	* P G JADHAV	IX	42	GEN. OPR.	03/11/80	16	3,19,944	NOT APPLICABLE	
574	* P G MANJREKAR	VIII	43	CRAFTSMAN	03/05/78	19	4,37,815	NOT APPLICABLE	
575	* P J KEERATKAR	SSC,NCTVT	40	CRAFTSMAN	10/09/80	17	4,45,908	NOT APPLICABLE	
576	* P K GHAG	SSC,NCTVT	41	CRAFTSMAN	05/09/77	20	5,69,067	NOT APPLICABLE	
577	* P M JAISWARA	IX	46	GEN. OPR.	02/10/78	18	3,30,074	NOT APPLICABLE	
578	* P M KOLI	IX	46	CRAFTSMAN	22/08/79	18	5,21,217	NOT APPLICABLE	
579	* P N BABU	SSC	51	LAB TECH.	21/06/84	13	3,56,576	NOT APPLICABLE	
580	* P N RANE	IX	40	GEN. OPR.	16/09/81	16	3,17,929	NOT APPLICABLE	
581	* P N SANGARE	IXTH PASS	38	GEN. OPR.	01/10/81	15	3,13,180	NOT APPLICABLE	
582	* P P CHAVRKAR	VIII	37	CRAFTSMAN	27/07/81	16	3,90,320	NOT APPLICABLE	
583	* P P PATIL	IX	39	DRIVER	18/10/82	14	3,47,029	NOT APPLICABLE	
584	* P P SHROFF	BSC	35	PRO.TECH.	03/03/83	14	3,51,116	NOT APPLICABLE	
585	* P R GAWADE	SSC	40	LEADING HAND	15/02/79	18	3,45,173	NOT APPLICABLE	
586	* P R PATADE	SSC,NCTVT	32	CRAFTSMAN	15/09/83	14	3,65,642	NOT APPLICABLE	
587	* P R SHILWANT	VIII	38	LOCO DRIVER	27/08/80	17	3,76,846	NOT APPLICABLE	
588	* P R TEMKAR	IX	39	GEN. OPR.	31/10/80	16	3,20,508	NOT APPLICABLE	
589	* P S DHAMAPURKAR	SSC	37	CRAFTSMAN	15/09/81	16	4,06,329	NOT APPLICABLE	
590	* P S KASHID	IX	37	LEADING HAND	23/10/81	15	3,17,089	NOT APPLICABLE	
591	* P S KOLI	VII	43	GEN. OPR.	25/11/81	15	3,11,324	NOT APPLICABLE	
592	* P S SAHOTA	HSC, NCTVT	32	CRAFTSMAN	11/09/86	11	3,47,136	NOT APPLICABLE	
593	* P S SATAM	SSC	39	CRAFTSMAN	02/10/78	18	4,37,854	NOT APPLICABLE	
594	* P S YADAV	VIII	45	GEN. OPR.	15/02/79	18	3,50,960	NOT APPLICABLE	
595	* P T LAKUM	SSC	40	GEN. OPR.	01/02/83	14	3,02,864	NOT APPLICABLE	
596	* P UDAYAKUMAR	BCOM	36	CLERK	30/07/84	13	4,40,061	NOT APPLICABLE	
597	* P V JOSHI	XTH PASS	40	CRAFTSMAN	18/11/82	14	3,27,180	NOT APPLICABLE	
598	* P V SAWANT	X	41	FIRE OPR.	05/11/80	16	3,98,738	NOT APPLICABLE	
599	* P Y PIMPLE	VIII	37	GEN. OPR.	08/12/81	15	3,07,369	NOT APPLICABLE	
600	* P Y SAWANT	IX	42	GEN. OPR.	30/12/80	16	3,03,763	NOT APPLICABLE	
601	* P S PAWAR	IXTH PASS	43	GEN. OPR.	29/12/80	16	3,02,605	NOT APPLICABLE	
602	* PADMINI PRASAD	BCOM	41	CLERK	03/10/79	17	3,98,300	NOT APPLICABLE	
603	* PANDURANG D TAMBOLI	IXTH PASS	35	FIRE OPR.	05/11/85	11	3,04,640	NOT APPLICABLE	
604	* PANDURANG D TIKAM	B.COM	42	CLERK	27/06/78	19	5,87,002	NOT APPLICABLE	
605	* PARASNATH J CHAUHA	IX	42	CRAFTSMAN	22/11/77	19	4,17,768	NOT APPLICABLE	
606	* PARDEEP S JAVA	HSC,NCTVT	33	PRO.TECH.	03/09/84	13	3,00,252	NOT APPLICABLE	
607	PARMAR BK	B.SC M.L.S.	33	OPS OFFICER LPG	04/06/87	10	3,05,920	NOT APPLICABLE	
608	PATRICK D ALMEIDA	SSC, ITI, NCTVT	36	CRAFTSMAN	12/09/84	13	3,65,219	NOT APPLICABLE	
609	PEDNEKAR V A	SSC	46	FIRE OFFICER	06/11/78	25	4,22,385	IN.H. AASVINI	6 YEARS

SR.	NO.	NAME	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPERIENCE	REMU- NERA- TION	EMPLOYMENT OF LAST PARTICULARS	PERIOD- YEARS/ MONTHS
610	610	PERCY L DMELLO	SSC, NCTVT	34	CRAFTSMAN	24/09/84	13	3,88,576	NOT APPLICABLE	INDIAN NAVY
611	611	PHILIP K KURIEN	HSC, NCTVT	30	CRAFTSMAN	03/09/87	10	3,46,318	NOT APPLICABLE	3 YEARS
612	612	PHULL S K	B TECH (CHEM)	51	ED SPL. PROJECTS	02/02/81	29	3,48,200	SR. PROCESS ENGR.	1 MTH
613	613	PILLAY P R P	S S L C	58	MANAGER PAYROLL	29/07/57	39	1,25,989	NOT APPLICABLE	IOE
614	614	PJ VARTAK	B.COM.	33	CLEERK	05/10/87	9	3,81,608	NOT APPLICABLE	
615	615	PRABHAKAR D PARAB	IXTH PASS	38	GEN. OPR.	30/12/85	11	3,04,964	NOT APPLICABLE	
616	616	PRABHAKAR D PARAB	SSC, ITI	39	CRAFTSMAN	06/05/86	11	3,41,082	NOT APPLICABLE	
617	617	PRACHI P PATIL	B.COM	38	CLEERK	08/02/83	14	3,65,355	NOT APPLICABLE	
618	618	PRADEEP BABAJI PEVEKAR	SSC	37	LEADING HAND	06/08/79	18	3,28,064	NOT APPLICABLE	
619	619	PRADEEP N MORE	BA	40	CLEERK	08/05/81	16	5,15,826	NOT APPLICABLE	
620	620	PRADEEP S SALVI	HSC, NCTVT, DME	33	CRAFTSMAN	02/09/85	12	3,33,647	NOT APPLICABLE	
621	621	PRADEEPKUMAR P CHAVAN	BSC, NCTVT	35	CRAFTSMAN	07/08/86	11	3,57,671	NOT APPLICABLE	
622	622	PRAFULLA U GOLE	BSC	35	PRO. TECH.	02/05/86	11	3,50,675	NOT APPLICABLE	
623	623	PRAKASH K BAWAL	BA	39	CLEERK	15/06/83	14	3,54,137	NOT APPLICABLE	
624	624	PRAKASH A KADAM	BSC	39	PRO. TECH.	13/07/84	13	3,04,249	NOT APPLICABLE	
625	625	PRAKASH D DHAMAPURKAR	SSC, NCTVT	30	CRAFTSMAN	06/10/88	8	3,12,275	NOT APPLICABLE	
626	626	PRAKASH D KARLE	X	53	CRAFTSMAN	01/10/76	20	5,61,380	NOT APPLICABLE	
627	627	PRAKASH I HALDANKAR	HSC, NCTVT	34	CRAFTSMAN	03/09/84	13	3,83,219	NOT APPLICABLE	
628	628	PRAKASH J SATAM	MSC	33	PRO. TECH.	02/02/88	9	3,00,473	NOT APPLICABLE	
629	629	PRAKASH K ADHALGE	SSC	38	CRAFTSMAN	21/10/80	16	4,00,991	NOT APPLICABLE	
630	630	PRAKASH K LAD	SSC, NCTVT	45	CRAFTSMAN	04/10/77	19	4,20,332	NOT APPLICABLE	
631	631	PRAKASH R DOYALE	HSC, NCTVT	35	CRAFTSMAN	03/07/84	13	4,56,164	NOT APPLICABLE	
632	632	PRAKASH R KOLGE	X	41	GEN. OPR.	03/12/79	17	3,06,026	NOT APPLICABLE	
633	633	PRAKASH R VACHASIDHIA	B.COM	46	CLEERK	05/03/79	18	4,97,840	NOT APPLICABLE	
634	634	PRAKASH S PATIL	SSC, NCTVT	37	CRAFTSMAN	03/02/86	11	3,59,264	NOT APPLICABLE	
635	635	PRAKASH V PARAB	SSC, ITI	36	CRAFTSMAN	03/07/84	13	3,54,989	NOT APPLICABLE	
636	636	PRAKASH Y MESTRAY	SSC	33	CRAFTSMAN	28/07/86	11	3,34,899	NOT APPLICABLE	
637	637	PRAKASH R SAPRE	SSC	32	CRAFTSMAN	13/01/87	10	3,23,167	NOT APPLICABLE	
638	638	PRAKASH S TENDULKAR	HSC, NCTVT	30	PRO. TECH.	21/09/87	10	3,03,927	NOT APPLICABLE	
639	639	PRAKASH C APTE	BSC	32	UTL. OPR.	01/04/87	10	3,42,567	NOT APPLICABLE	
640	640	PRAKASH P VAIDYA	BSC	33	UTL. OPR.	02/04/87	10	3,62,118	NOT APPLICABLE	
641	641	PRAKASH A KAMBLE	SSC, NCTVT	43	CRAFTSMAN	20/09/79	18	3,77,588	NOT APPLICABLE	
642	642	PRAVIN V GAVANDI	SSC, NCTVT	39	CRAFTSMAN	28/07/86	11	3,35,683	NOT APPLICABLE	
643	643	PRAEMANKUR S SAWANT	BSC	38	UTL. OPR.	01/04/87	10	3,51,536	NOT APPLICABLE	2 YEARS
644	644	PURARE GH	SSC, NCTVT	40	MAINT OFFICER (MECH)	23/07/81	20	4,69,089	LTD. MAINT FITTER	
645	645	R A PILLAI	SSC, NCTVT	40	CRAFTSMAN	15/12/81	15	4,47,033	NOT APPLICABLE	
646	646	R AMBROSE	B.A.	38	CLEERK	31/03/83	14	3,74,751	NOT APPLICABLE	
647	647	R B CHAVAN	IXTH PASS	37	FORKLIFT OPR.	12/11/81	15	3,24,343	NOT APPLICABLE	
648	648	R B GOGAR	VIII	41	GEN. OPR.	23/01/81	16	3,21,982	NOT APPLICABLE	
649	649	R B GUNJAL	IXTH PASS	37	FORKLIFT OPR.	08/05/81	16	3,31,400	NOT APPLICABLE	
650	650	R B LAD	IX	41	GEN. OPR.	01/10/81	15	3,13,270	NOT APPLICABLE	
651	651	R B PRABHU	IX	39	GEN. OPR.	14/07/81	16	3,63,522	NOT APPLICABLE	
652	652	R D CHOUDHARI	MSC	39	PRO. TECH.	15/12/83	13	3,36,464	NOT APPLICABLE	
653	653	R D GORDE	IX	45	GEN. OPR.	30/10/80	16	3,28,752	NOT APPLICABLE	
654	654	R D VADAV	IX	44	FIRE OPR.	01/10/81	15	3,88,963	NOT APPLICABLE	
655	655	R D ZORE	IX	43	GEN. OPR.	31/10/80	16	3,17,643	NOT APPLICABLE	
656	656	R G BHAPKAR	SSC	55	CRAFTSMAN	10/03/77	20	5,58,841	NOT APPLICABLE	
657	657	R G KUVESKAR	SSC, NCTVT	39	CRAFTSMAN	05/05/81	16	4,74,633	NOT APPLICABLE	
658	658	R G PARAB	SSC	44	GEN. OPR.	27/07/81	16	3,19,317	NOT APPLICABLE	
659	659	R G PATIL	SSC	40	CRAFTSMAN	18/10/78	18	5,19,537	NOT APPLICABLE	
660	660	R H BHAIERAO	BA	35	CLEERK/TYPIST	07/10/87	9	3,05,379	NOT APPLICABLE	
661	661	R H MAHULKAR	IX	37	GEN. OPR.	15/02/79	18	3,18,434	NOT APPLICABLE	
662	662	R J ACHREKAR	SSC	41	PRO. TECH.	25/06/80	17	3,06,553	NOT APPLICABLE	
663	663	R K GHODEKAR	X	39	CRAFTSMAN	19/10/81	15	3,48,859	NOT APPLICABLE	
664	664	R K WAGH	IX	39	GEN. OPR.	16/09/82	15	3,01,389	NOT APPLICABLE	
665	665	R L CHOUDHAN	IXTH PASS	45	FORKLIFT OPR.	02/10/78	18	3,43,757	NOT APPLICABLE	
666	666	R L LAWAND	VII	57	CRAFTSMAN	12/08/80	17	3,62,066	NOT APPLICABLE	
667	667	R M JAISWAR	X	42	GEN. OPR.	01/12/80	16	3,20,648	NOT APPLICABLE	

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668	R M MISHRA	IX	49	UTI.OPR.	14/02/79	18	4,70,181	NOT APPLICABLE	
669	R M PUNJABI	SSC,AUTOENGG	34	CRAFTSMAN	10/10/83	13	3,15,603	NOT APPLICABLE	
670	R P BHANAWAT	SSC	46	CRAFTSMAN	16/11/81	15	4,62,484	NOT APPLICABLE	
671	R P YADAV	VIII	41	GEN.OPR.	15/02/79	18	3,43,670	NOT APPLICABLE	
672	R R GAIKWAD	IX	44	DRIVER	27/01/83	14	4,46,645	NOT APPLICABLE	
673	R R KALE	IX	38	GEN.OPR.	02/10/81	15	3,14,388	NOT APPLICABLE	
674	R R PANDEY	IX	38	FIRE OPR.	10/11/81	15	3,84,366	NOT APPLICABLE	
675	R R SILVEIRA	HSC,NCTVT	31	CRAFTSMAN	11/09/86	11	3,84,670	NOT APPLICABLE	
676	R S DONDE	X	41	GEN.OPR.	29/12/80	16	3,00,936	NOT APPLICABLE	
677	R S LODE	IX	41	GEN.OPR.	02/05/79	18	3,29,702	NOT APPLICABLE	
678	R S RANE	IV	55	GEN.OPR.	03/01/77	20	3,23,000	NOT APPLICABLE	
679	R S TAMBE	IX	43	CRAFTSMAN	10/10/83	13	3,08,052	NOT APPLICABLE	
680	R T INDWATKAR	SSC	42	PRO.TECH.	27/12/78	18	3,78,847	NOT APPLICABLE	
681	R V CHAUHAN	XTH PASS	41	LEADING HAND	10/05/77	20	4,03,980	NOT APPLICABLE	
682	R V KHATU	SSC	39	CRAFTSMAN	18/10/78	18	4,48,050	NOT APPLICABLE	
683	R W KOLI	XTH PASS	46	LEADING HAND	02/10/78	18	3,34,239	NOT APPLICABLE	
684	RAGHAVENDRA M SHIRKE	SSC,ITI	40	CRAFTSMAN	30/07/86	11	3,39,156	NOT APPLICABLE	
685	RAGHUNATH B REGE	SSC	35	CRAFTSMAN	15/02/85	12	3,67,003	NOT APPLICABLE	
686	RAGHUNATH D PILLAI	SSC	47	UTI.OPR.	27/09/84	13	4,25,420	NOT APPLICABLE	
687	RAGHUNATH D THAKAR	X	49	GEN.OPR.	07/12/79	17	3,26,347	NOT APPLICABLE	
688	RAHUL S BHATTE	MSC	35	PRO.TECH.	18/12/85	11	3,04,301	NOT APPLICABLE	
689	RAINA V K	LICENTIAE IN C IVIL ENGG	56	DIRECTOR MRKTG.	01/01/63	37	3,73,275	SURVEYOR & INVESTI OFFICE FLOOD CONTROL LTD.	2 YEARS
690	* RAJA M M	BSC MBM	39	MANAGER TRAINING BPTC, JUHU	01/09/82	16	58,929	BUSINESS DEV. OFFICER KERALA INLAND NAVIGATION	6 MTHS
691	RAJANIKANT B JADHAV	VII	41	CRAFTSMAN	02/10/78	18	3,65,057	NOT APPLICABLE	
692	RAJANIKANT D PAWAR	HSC, NCTVT, DME	33	CRAFTSMAN	11/06/86	11	3,36,428	NOT APPLICABLE	
693	RAJARAM J GAIKWAD	IX	51	GEN.OPR.	28/01/80	17	3,39,861	NOT APPLICABLE	
694	RAJENDRA E CHORGE	SSC, NCTVT	36	CRAFTSMAN	12/05/86	11	3,22,882	NOT APPLICABLE	
695	RAJENDRA V PARAB	SSC	34	UTI.OPR.	17/02/86	11	4,17,588	NOT APPLICABLE	
696	RAJENDRAKUMAR A TAMORE	SSC, NCTVT	36	CRAFTSMAN	28/07/86	11	3,19,618	NOT APPLICABLE	
697	RAJENDRAN K	BCOM	36	CLERK/TYPIST	13/04/87	10	3,44,607	NOT APPLICABLE	
698	RAJESH S CHAVAN	SSC,NCTVT	35	CRAFTSMAN	11/06/85	12	3,90,092	NOT APPLICABLE	
699	RAJIV V KOLI	SSC	33	FIRE OPR.	20/02/85	12	3,87,425	NOT APPLICABLE	
700	RAM AWADH GATTI	SSC,BOILER-I	45	UTI.OPR.	14/01/85	12	4,34,425	NOT APPLICABLE	
701	RAM MILKHI	5TH STANDARD	47	LVD I	01/07/91	17	3,16,860	LVD OCC	12 YEARS
702	RAMAN N NAIR	B.A.	47	FIRE OPR.	30/12/85	11	3,91,149	NOT APPLICABLE	
703	RAMCHANDRA B NARAYANE	SSC,NCTVT	33	CRAFTSMAN	13/09/85	12	3,28,975	NOT APPLICABLE	
704	RAMCHANDRA D GORAD	SSC, NCTVT	38	UTI.OPR.	20/02/86	11	4,21,154	NOT APPLICABLE	
705	RAMCHANDRA M KAMBLE	BA	38	CLERK	16/01/85	12	3,87,610	NOT APPLICABLE	
706	RAMCHANDRA V JOSHI	SSC, ITI, NCTVT	34	CRAFTSMAN	12/05/86	11	4,30,386	NOT APPLICABLE	
707	RAMDAS YADAVRAO CHOPDE	BCOM	42	CLERK	29/04/86	11	4,35,821	NOT APPLICABLE	
708	RAMESH DHONDU BAGAYATKA	SSC,NCTVT	43	CRAFTSMAN	07/01/77	20	5,22,570	NOT APPLICABLE	
709	RAMESH H MOHITE	SSC,NCTVT	37	CRAFTSMAN	03/09/84	13	3,92,969	NOT APPLICABLE	
710	RAMESH M KORI	SSC	44	FIRE OPR.	19/10/87	9	3,55,452	NOT APPLICABLE	
711	RAMESH P ABNAWE	SSC,DME	47	CRAFTSMAN	19/06/79	18	4,82,937	NOT APPLICABLE	
712	RAMESH P SURYAWANSHI	SSC	45	CRAFTSMAN	01/02/80	17	3,36,661	NOT APPLICABLE	
713	RAMPRATAP C PRAJAPATI	X	43	GEN.OPR.	02/10/78	18	3,42,722	NOT APPLICABLE	
714	RANDHIRSINGH M	SSC	40	CRAFTSMAN	20/09/79	18	4,20,260	NOT APPLICABLE	
715	RANGARAJU M KOMMU	SSC,BOILER-I	45	UTI.OPR.	06/01/88	9	3,23,706	NOT APPLICABLE	
716	RANGNATH K GUNJAL	IX	37	DRIVER	18/06/86	11	3,62,680	NOT APPLICABLE	
717	RATHOD MANOHAR G	B.A.	37	OPS. OFFICER	07/05/81	17	3,49,138	TYPIST VISHA INTERNATIONAL	5 MTHS
718	RATNAKANT M TIGDI	SSC,NCTVT	36	CRAFTSMAN	24/01/85	12	4,09,813	NOT APPLICABLE	
719	RATNAKAR V GAVALI	BSC	38	PRO.TECH.	13/08/84	13	3,34,146	NOT APPLICABLE	
720	RATNAM MANIKAM	X	45	CRAFTSMAN	28/10/76	20	4,70,886	NOT APPLICABLE	
721	* RAUT VIRAJ R	HSC NCTVT	33	PROB. OFFICER	09/09/85	11	3,22,861	NOT APPLICABLE	
722	RAVICHANDRAN J	B.A./C.A.	42	GM FINANCE (MKTG)	03/09/79	20	3,15,943	CH.ACCOUNTANT	2 MTHS

SR. NO.	NAME	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	RIENCE EXPE- OF YEARS	REMUN- NERA- TION	EMPLOYMENT OF LAST PARTICULARS	PERIOD- YEARS/ MONTHS
723	RAVIKANT KAMBLE	BCOM	35	CLERK	25/09/86	11	3,32,633	NOT APPLICABLE	A BOND STRANDS P LTD
724	RAVINDRA A SURVE	HSC,NCTVT	37	CHAFTSMAN	03/09/84	13	4,22,512	NOT APPLICABLE	
725	RAVINDRA G CHAVAN	IX	33	GEN. OPR.	30/11/85	11	3,17,207	NOT APPLICABLE	
726	RAVINDRA G VICHARE	SSC	50	CLERK	06/01/77	20	4,70,182	NOT APPLICABLE	
727	RAVINDRA N MAHULKAR	HSC	35	CHAFTSMAN	28/07/86	11	3,97,089	NOT APPLICABLE	
728	RAVINDRANATH S RAJESHIR	BSC	38	PRO. TECH.	16/04/84	13	3,50,897	NOT APPLICABLE	
729	PAZIA M SHAIKH	B.COM	37	CLERK	04/02/83	14	3,46,046	NOT APPLICABLE	
730	RITA FERNANDES	BSC	41	CLERK	10/04/84	13	3,06,864	NOT APPLICABLE	
731	ROHELA D	BE (MECH)	36	SR. ENG. OFFICER	21/09/84	15	3,41,259	NOT APPLICABLE	3 YEARS
732	* ROY GUHA S	M SC ZOOLOGY B.SC(HONS)	38	DY. MANAGER JPR DIV	02/07/84	24	25,623	PRODUCTION	1 YEAR
733	* ROY P *	BE (MECH) M.A.M.,D.B.M. CERT COMP STUDY	37	MANAGER (MAINT)	02/09/83	14	1,72,749	KA VITAMALT PVT LTD WESTER WORK ENGG LTD	9 MTHS
734	RUDOLF J FERNANDES	BA	40	CLERK	06/06/84	13	3,40,105	NOT APPLICABLE	6 MTHS
735	S A KONDEKAR	XTH PASS	50	GEN. OPR.	26/02/77	20	3,64,796	NOT APPLICABLE	
736	S A LAKESRI	VIII	46	GEN. OPR.	27/08/80	17	3,13,407	NOT APPLICABLE	
737	S A MUNGEKAR	SSC	43	CHAFTSMAN	01/12/78	18	3,58,003	NOT APPLICABLE	
738	S A PAWAR	IX	38	GEN. OPR.	30/10/80	16	3,32,962	NOT APPLICABLE	
739	S A SHIKALGAR	HSC, NCTVT	32	CHAFTSMAN	21/10/86	10	3,26,997	NOT APPLICABLE	
740	S A THAPARI	VIII	45	GEN. OPR.	01/12/78	18	3,46,449	NOT APPLICABLE	
741	S B BHADALE	VIII	37	DRIVER	27/12/83	13	4,93,837	NOT APPLICABLE	
742	S B BHOSLE	BSC	34	PRO. TECH.	04/06/87	10	3,05,675	NOT APPLICABLE	
743	S B DESAI	BSC	36	PRO. TECH.	04/02/83	14	3,44,239	NOT APPLICABLE	
744	S B DOMB	SSC	46	CHAFTSMAN	01/07/80	17	6,04,734	NOT APPLICABLE	
745	S B KAMBLE	VI	48	GEN. OPR.	16/08/77	20	3,13,546	NOT APPLICABLE	
746	S B KAMBLE	IX,NCTVT	38	CHAFTSMAN	12/09/77	20	4,26,485	NOT APPLICABLE	
747	S B NIVATE	IX	37	GEN. OPR.	25/11/81	15	3,26,708	NOT APPLICABLE	
748	* S B SHIRKE	IIIRD PASS	58	GEN. OPERATIVE(FLD)	13/09/76	21	3,35,079	NOT APPLICABLE	
749	S B SINGH	IX	54	FIRE OPR.	18/03/83	14	4,43,031	NOT APPLICABLE	
750	S B TAKKE	IX	49	CHAFTSMAN	20/08/80	17	3,10,499	NOT APPLICABLE	
751	S B VISWAKARMA	BSC	38	PRO. TECH.	15/12/83	13	3,09,225	NOT APPLICABLE	
752	S C PATIL	SSC,NCTVT	39	CHAFTSMAN	04/01/84	13	4,19,449	NOT APPLICABLE	
753	S D BHABAL	IX	38	GEN. OPR.	27/07/81	16	3,11,454	NOT APPLICABLE	
754	S D GOSAVI	VIII	35	GEN. OPR.	12/11/81	15	3,23,124	NOT APPLICABLE	
755	S D JAGDALE	X	40	CHAFTSMAN	21/01/81	16	3,46,135	NOT APPLICABLE	
756	S D MORE	VII	36	GEN. OPR.	02/01/81	16	3,04,465	NOT APPLICABLE	
757	S D NAGARE	IX	35	DRIVER	06/03/84	13	3,90,550	NOT APPLICABLE	
758	S D WAKCHHAURE	SSC	42	GEN. OPR.	11/04/77	20	3,82,272	NOT APPLICABLE	
759	S D'SOUZA	XTH PASS	42	GEN. OPR.	02/10/78	18	3,07,716	NOT APPLICABLE	
760	S G CHAVAN	IX	37	UTI. OPR.	23/09/86	11	3,12,405	NOT APPLICABLE	
761	S G GURAO	VIII	35	CHAFTSMAN	16/10/81	15	3,25,420	NOT APPLICABLE	
762	* S G NARYANI	DIP HOMEOPATHIC	58	SR. ACCOUNTS OFFICER	25/07/57	39	3,45,488	M/C OPERATOR	1 MTH
763	* S G PAWAR	SSC,NCTVT	41	CHAFTSMAN	27/08/81	16	3,54,093	NOT APPLICABLE	
764	* S H GIRAP	SSC	44	LOCO DRIVER	01/12/78	18	3,99,037	NOT APPLICABLE	
765	* S J DHOPAWKAR	SSC	36	CHAFTSMAN	28/11/83	13	3,26,940	NOT APPLICABLE	
766	* S J SURYAWANSHI	SSC	42	CHAFTSMAN	01/01/81	16	3,36,544	NOT APPLICABLE	
767	* S K BHUJBAL	SSC	41	FIRE OPR.	13/07/81	16	4,22,078	NOT APPLICABLE	
768	* S K BRAHMA	SSC,NCTVT	45	CHAFTSMAN	08/12/81	15	4,74,394	NOT APPLICABLE	
769	* S K POWAR	SSC	50	CHAFTSMAN	26/09/86	11	3,18,106	NOT APPLICABLE	
770	* S K RANE	IX	38	GEN. OPR.	08/05/81	16	3,07,491	NOT APPLICABLE	
771	* S K SAKATE	X	40	GEN. OPR.	29/10/80	16	3,25,563	NOT APPLICABLE	
772	* S K WAKCHHAURE	IX	39	LEADING HAND	03/11/80	16	3,23,294	NOT APPLICABLE	
773	* S L ATKARI	IX	36	GEN. OPR.	23/10/81	15	3,00,821	NOT APPLICABLE	
774	* S L MULANI	IX	43	GEN. OPR.	29/12/80	16	3,17,882	NOT APPLICABLE	
775	* S L PAWAR	X	44	GEN. OPR.	15/09/81	16	3,00,486	NOT APPLICABLE	
776	* S M KOYANDE	SSC	38	GEN. OPR.	12/11/81	15	3,07,003	NOT APPLICABLE	

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777	* S M SAWANT	VIII	58	GEN. OPR.	23/11/78	18	3,11,994	NOT APPLICABLE	
778	* S M SHUKLA	SSC,D.E.E.	40	CRAFTSMAN	23/03/83	14	4,52,760	NOT APPLICABLE	
779	* S N ABHYANKAR	VIII	55	GEN. OPR.	01/12/78	18	3,21,832	NOT APPLICABLE	
780	* S N KAMBLE	X	39	GEN. OPR.	30/10/80	16	3,08,640	NOT APPLICABLE	
781	* S N MOTLING	IX	43	GEN. OPR.	29/12/80	16	3,32,855	NOT APPLICABLE	
782	* S N PAKHARE	SSC	39	CRAFTSMAN	27/11/81	15	4,75,040	NOT APPLICABLE	
783	* S N SHINDE	SSC	46	FIRE OPR.	16/02/78	19	4,77,144	NOT APPLICABLE	
784	* S N WAGH	SSC	42	UTI. OPR.	13/10/83	13	4,06,546	NOT APPLICABLE	
785	* S R BHOSALE	IXTH PASS	38	FIRE OPR.	11/10/90	11	3,19,535	NOT APPLICABLE	
786	* S R DHAMDHERE	IX	47	CRAFTSMAN	17/10/77	19	4,93,439	NOT APPLICABLE	
787	* S R DHAMDHERE	NCTVT	41	CRAFTSMAN	30/06/81	16	4,26,863	NOT APPLICABLE	
788	* S R GUPTA	BSC	38	UTI. OPR.	17/05/83	14	3,97,702	NOT APPLICABLE	
789	* S R KADAM	SSC	42	GEN. OPR.	29/10/80	16	3,14,520	NOT APPLICABLE	
790	* S R KARANJIKAR	BSC	36	PRO. TECH.	31/12/87	9	3,01,394	NOT APPLICABLE	
791	* S R PATIL	X	42	GEN. OPR.	29/10/80	16	3,12,387	NOT APPLICABLE	
792	* S R RANAWADE	SSC,NCTVT	40	CRAFTSMAN	05/05/79	19	5,29,386	NOT APPLICABLE	
793	* S S CHAVAN	SSC,NCTVT	34	CRAFTSMAN	15/09/83	14	3,47,186	NOT APPLICABLE	
794	* S S GORIVALE	HSC	42	LEADING HAND	14/01/81	16	4,07,843	NOT APPLICABLE	
795	* S S JADHAV	X	41	GEN. OPR.	28/10/80	16	3,22,559	NOT APPLICABLE	
796	* S S JADHAV	IX	38	CRAFTSMAN	20/10/81	15	3,65,342	NOT APPLICABLE	
797	* S S NAMJOSHI	HSC	31	CRAFTSMAN	10/09/86	11	3,56,079	NOT APPLICABLE	
798	* S S NAWADKAR	IX	37	GEN. OPR.	04/01/83	14	3,05,127	NOT APPLICABLE	
799	* S S PANDE	VII	42	GEN. OPR.	10/11/78	18	3,27,058	NOT APPLICABLE	
800	* S S PARAB	SSC	44	GEN. OPR.	30/10/80	16	3,16,391	NOT APPLICABLE	
801	* S S PATIL	SSC,NCTVT	44	CRAFTSMAN	28/01/81	16	4,59,165	NOT APPLICABLE	
802	* S S PRADHAN	SSC	48	CLERK	17/01/77	20	6,51,173	NOT APPLICABLE	
803	* S S RANE	SSC	40	FIRE OPR.	01/10/81	15	3,75,857	NOT APPLICABLE	
804	* S S SHINDE	XTH PASS	41	GEN. OPR.	30/12/80	16	3,40,167	NOT APPLICABLE	
805	* S T KASIRADDY	SSC	42	LEADING HAND	06/11/78	18	3,29,876	NOT APPLICABLE	
806	* S T SALAP	IV	50	DRIVER	28/10/76	20	5,13,323	NOT APPLICABLE	
807	* S V GAWDE	SSC	42	UTI. OPR.	02/10/78	18	3,62,369	NOT APPLICABLE	
808	* S V MORE	SSC,ITI	49	UTI. OPR.	13/07/78	19	5,15,238	NOT APPLICABLE	
809	* S V TAWADE	X	40	CRAFTSMAN	11/04/77	20	4,65,286	NOT APPLICABLE	
810	* S W PAWASKAR	IX	38	GEN. OPR.	11/04/83	14	3,38,942	NOT APPLICABLE	
811	* SABAJI V TERSE	BSC	35	UTI. OPR.	25/03/87	10	3,67,755	NOT APPLICABLE	
812	* SADANAND A GAONKAR	IX	40	GEN. OPR.	08/11/79	17	3,12,134	NOT APPLICABLE	
813	* SADANAND B GAWDE	HSC,NCTVT	37	CRAFTSMAN	01/01/85	12	3,40,771	NOT APPLICABLE	
814	* SADANAND BHIWAJI RANE	B.COM.	32	CLERK	23/04/91	6	3,14,527	NOT APPLICABLE	
815	* SADASHIV H PATIL	X	47	GEN. OPR.	06/12/79	17	3,18,196	NOT APPLICABLE	
816	* SADHANA P DHARKAR	BA	38	CLERK	03/04/84	13	3,34,536	NOT APPLICABLE	
817	* SADIQUE S SAYED	SSC,NCTVT	35	UTI. OPR.	05/10/87	9	3,59,048	NOT APPLICABLE	
818	SAHI R B	B.COM,MBA (IIM AHMEDABAD)	37	GM CUSACS	28/04/81	16	3,35,838	SUMMER PLACEMENTS BHEL(DELHI & HARDWAR)	4 MTHS
819	SAIRAM K P	BCOM	37	OPS. OFFICER	15/06/83	15	3,20,478	ACCTS CLERK SAHARA DEPOSITS & INVEST.	6 MTHS
820	SAJITH SOMAN	HSC, NCTVT	32	CRAFTSMAN	07/09/87	10	3,35,866	NOT APPLICABLE	
821	* SALVI VR	SSC, NCTVT	42	MAINT OFFICER(ELECT)	12/09/77	25	4,82,850	ORDINANCE FACTORY ELECTRICIAN	5 MTHS
822	SAMBHAJI T KESARKAR	SSC, NCTVT	33	UTI. OPR.	23/03/87	10	3,80,333	NOT APPLICABLE	
823	SAMUEL R BHALERAO	SSC,NCTVT	44	CRAFTSMAN	20/12/79	17	3,94,894	NOT APPLICABLE	
824	SANDEEP M JAYAWANT	HSC,NCTVT	36	CRAFTSMAN	03/07/84	13	3,75,184	NOT APPLICABLE	
825	SANDIPAN KABUGADE	IX	43	GEN. OPR.	27/06/77	20	3,55,820	NOT APPLICABLE	
826	SANJAY B SHINGTALUR	HSC	32	CRAFTSMAN	02/09/85	12	3,11,663	NOT APPLICABLE	
827	SANJAY G JADHAV	SSC, ITI, NCTVT	33	CRAFTSMAN	02/10/84	12	4,39,324	NOT APPLICABLE	
828	SANJAY K KOLI	SSC, ITI	30	CRAFTSMAN	21/09/87	10	3,37,647	NOT APPLICABLE	
829	SANJAY U RUPWATE	HSC	35	CRAFTSMAN	06/05/85	12	3,85,520	NOT APPLICABLE	
830	SANJAY V DAVATE	HSC,NCTVT	35	CRAFTSMAN	03/04/84	13	3,17,855	NOT APPLICABLE	
831	SANJEEV J MAHALE	SSC,NCTVT	39	CRAFTSMAN	17/09/79	18	4,88,535	NOT APPLICABLE	

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832	SANT B S	BE(MECH)/PGDM/M FM	49	GM ENGG. PROJECTS	01/02/77	25	3,04,648	ASST. ENGR TATA CONSULTING ENGRS.	4 YEARS 1 MTH
833	SANTOSH P MUSALE	SSC	36	CRAFTSMAN	29/03/85	12	3,89,775	NOT APPLICABLE	NOT APPLICABLE
834	SANTOSH PATIL	HSC,NCTVT	30	CRAFTSMAN	04/09/87	10	3,04,013	NOT APPLICABLE	NOT APPLICABLE
835	SANTOSH S ALWE	HSC, NCTVT	33	CRAFTSMAN	12/09/84	13	3,68,109	NOT APPLICABLE	NOT APPLICABLE
836	SARASWATHI NAIR	BSC	49	CLERK	15/01/79	18	4,22,328	NOT APPLICABLE	NOT APPLICABLE
837	SAROU KUMAR DHAMNANI	BCOM	36	CLERK/TYPIST	21/04/87	10	3,08,457	NOT APPLICABLE	NOT APPLICABLE
838	SAROU M MAHAJAN	BA	38	CLERK	09/04/80	17	4,64,357	NOT APPLICABLE	NOT APPLICABLE
839	SATHIASEELAN T	B E (MECH) MBA	50	DGM DIST. ER	24/10/84	25	3,17,456	DY. MGR PLANNING	11 YEARS 4 MTHS
840	SATISH R KUDTARKAR	BSC	39	PRO. TECH.	18/12/85	11	3,13,915	NOT APPLICABLE	TELEPRINTERS
841	SATYAWAN KASHIRAM RANE	IX	47	GEN. OPR.	01/09/80	17	3,24,558	NOT APPLICABLE	NOT APPLICABLE
842	SAVIO J FERNANDEZ	HSC,NCTVT	33	PRO. TECH.	11/06/85	12	3,66,892	NOT APPLICABLE	NOT APPLICABLE
843	* SAWANT DV	BSC, BOILER	39	OPS OFF (UTILITIES)	04/04/83	16	4,41,006	BANK OF MAHARASHTRA	2 YEARS
844	SAWANT SHRIDHAR J	BSC M SC (CHEM)	35	OPS OFF UTILITIES	20/12/82	14	3,40,222	NOT APPLICABLE	COMMERCIAL
845	SEN DIPANKAR	PGDMS	44	GM IT & ID	03/01/83	21	3,31,288	OFFICER	7 YEARS 8 MTHS
846	* SENGUPTA C K	B COM (HONS) AICWA	49	ED DEPUTED TO BOHL	30/07/81	25	2,52,725	SR. ACCOUNTANT	2 YEARS 4 MTHS
847	* SEQUEIRA E C (MRS) *	FY ARTS	58	MANAGER STAFF	16/07/76	26	2,46,536	BHAVANA CHEMICALS LTD	6 YEARS
848	* SHAALI B SALUNKHE	TEACHERS DIPL BA	36	DRIVER	28/01/85	12	3,78,196	NOT APPLICABLE	SECRETARY
849	* SHALAJA GAJAKOS	BSC,NCTVT	34	CRAFTSMAN	26/12/85	11	3,66,440	NOT APPLICABLE	NOT APPLICABLE
850	* SHAM A KOLI	IX	36	GEN. OPR.	01/10/85	11	3,21,360	NOT APPLICABLE	NOT APPLICABLE
851	* SHANTARAM B JADHAV	IX	41	UTL. OPR.	23/07/79	18	3,76,809	NOT APPLICABLE	NOT APPLICABLE
852	* SHANTARAM G PATIL	V	44	CRAFTSMAN	09/01/78	19	4,38,565	NOT APPLICABLE	NOT APPLICABLE
853	* SHARAD M SATAM	HSC, BATT	36	UTL. OPR.	16/04/87	10	3,71,224	NOT APPLICABLE	NOT APPLICABLE
854	* SHARMA AKP	BSC, DIP HRD/ PERS MGMT	29	OPS OFF (PROD DESP)	02/11/88	12	3,09,992	SAMARAT MANUFACT & EXPO.	3 YEARS
855	SHARMA S K	B.SCM.TECH(IE) /DIP.PM.	47	GM WR	25/11/82	26	3,21,909	PROJ. ENGR NATIONAL	6 YEARS 9 MTHS
856	* SHARMA SATIAN CHAND	MATRIC	58	SR OPS OFFICER	10/06/57	39	2,09,055	NOT APPLICABLE	FERTILIZERS LTD
857	* SHASHIKANT D CHAVAN	VIII	42	CRAFTSMAN	11/08/79	18	4,18,727	NOT APPLICABLE	NOT APPLICABLE
858	* SHESHIKANT N BAGUL	SSC, ITI	31	CRAFTSMAN	15/09/87	10	3,00,025	NOT APPLICABLE	NOT APPLICABLE
859	* SHIRISH K SAXENA	SSC,NCTVT	32	UTL. OPR.	10/03/86	11	3,95,656	NOT APPLICABLE	NOT APPLICABLE
860	* SHIVAJI K AHIRE	SSC,NCTVT,BOLE	40	UTL. OPR.	26/12/84	12	3,19,719	NOT APPLICABLE	NOT APPLICABLE
861	* SHIVAJI R SARKAL	SSC, NCTVT	35	CRAFTSMAN	01/10/84	12	3,75,828	NOT APPLICABLE	NOT APPLICABLE
862	* SHIVAJI S SABLE	IX	42	GEN. OPR.	01/02/80	17	3,43,131	NOT APPLICABLE	NOT APPLICABLE
863	* SHIVAJI S SABLE	VII	42	FIRE OPR.	27/03/85	12	3,64,221	NOT APPLICABLE	NOT APPLICABLE
864	* SHIVAJI V POWAR	SSC, ITI	29	CRAFTSMAN	15/09/87	10	3,30,870	NOT APPLICABLE	NOT APPLICABLE
865	* SHIVPRASAD B PARAB	HSC,NCTVT	31	CRAFTSMAN	03/09/86	11	3,88,571	NOT APPLICABLE	NOT APPLICABLE
866	* SHRI AUDIE SIMON D'CHUZ	BSC	33	UTL. OPR.	23/04/90	7	3,08,799	NOT APPLICABLE	NOT APPLICABLE
867	* SHRI LADU KISHOR S.GOULD	IX	42	GEN. OPR.	01/02/80	17	3,32,704	NOT APPLICABLE	NOT APPLICABLE
868	* SHRI SURYAKANT KARANDE	B.COM.	38	CLERK	22/08/86	11	3,35,203	NOT APPLICABLE	NOT APPLICABLE
869	* SHRIKANT S KALE	SSC,NCTVT	41	UTL. OPR.	13/09/79	18	4,50,948	NOT APPLICABLE	NOT APPLICABLE
870	* SHRIKANT SAMANT	BA(HIST)	34	CLERK	25/09/86	11	4,59,818	NOT APPLICABLE	NOT APPLICABLE
871	* SHRI S KOLI	VIII	46	GEN. OPR.	08/12/79	17	3,34,379	NOT APPLICABLE	NOT APPLICABLE
872	* SHRINATHRAM K YADAV	SSC	38	CRAFTSMAN	14/08/84	13	3,05,015	NOT APPLICABLE	NOT APPLICABLE
873	* SHRIPAD R CHOWKKEKAR	SSC, ITI, NCTVT	29	CRAFTSMAN	15/09/87	10	3,15,553	NOT APPLICABLE	NOT APPLICABLE
874	* SHRI RAM R CHAVAN	SSC, IST CLASS	39	UTL. OPR.	05/10/87	9	3,72,667	NOT APPLICABLE	NOT APPLICABLE
875	* SHIRANG S WADEKAR	HSC, NCTVT	33	CRAFTSMAN	07/07/86	11	3,65,192	NOT APPLICABLE	NOT APPLICABLE
876	* SHYAMKUMAR S HARJIA	VIII	44	LEADING HAND	01/09/80	17	3,23,220	NOT APPLICABLE	NOT APPLICABLE

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878	* SIDDHARTH S KARANE	SSC, IST CLASS	40	UTI. OPR.	25/07/88	9	3,28,974	NOT APPLICABLE	
879	* SIMON A AMBROSE	VII	42	CRAFTSMAN	16/04/84	13	3,09,793	NOT APPLICABLE	
880	SINGH A	B E (MECH)	52	DGM (ENGG. & CONST.)	16/04/84	30	3,36,043	ASST. CHEM. MECH. ENGR. FCI	17 YEARS 5 MTHS
881	SINGH R K	B. TECH (MECH E NGG)	43	DGM DIST	20/06/78	22	3,16,552	ASST. ENGR IND. ENGG.	1 YEAR 8 MTHS
882	SITARAM GANGARAM MANDAV	IX	42	GEN. OPR.	01/09/80	17	3,36,169	NOT APPLICABLE	
883	* SOMAN P (MRS)	B COM	36	IR OFFICER	10/01/85	17	3,20,169	NATWAR IRON & STEEL CO OFFICE ASSISTANT	1 YEAR
884	* SRINIVASAN S	B SC, B G L, ML	43	SR. MANAGER (LEGAL)	06/07/81	21	96,327	LEGAL ASSISTANT TUBE INVEST. INDIA LTD.	1 YEAR 6 MTHS
885	* SRIPRIYA SRINIVASAN	BSC PHYSICS	27	SALES OFFICER	01/04/91	5	58,674	NOT APPLICABLE	
886	STANY P RODRIGUES	SSC,ITI	36	GEN. OPR.	20/08/84	13	3,05,326	NOT APPLICABLE	
887	SUBHASCHANDRA R RAO	HSC, NCTVT, CHEM.	33	CRAFTSMAN	25/11/85	11	3,62,185	NOT APPLICABLE	
888	SUBHASH B KAMBIRE	SSC	43	CLERK/TYPIST	17/11/86	10	3,26,727	NOT APPLICABLE	
889	SUBHASH S BAGADE	BCOM	44	CLERK	18/11/77	19	4,59,995	NOT APPLICABLE	
890	SUCHITA H BECK	BA	39	CLERK	21/01/85	12	3,98,143	NOT APPLICABLE	
891	SUDESH B BHOSALE	HSC, NCTVT	33	CRAFTSMAN	13/09/85	12	3,67,712	NOT APPLICABLE	
892	SUDESH H BAGWE	HSC	31	CRAFTSMAN	07/09/87	10	3,34,476	NOT APPLICABLE	
893	SUDHAKAR A SAWANT	SSC, NCTVT	41	CRAFTSMAN	06/05/86	11	3,43,898	NOT APPLICABLE	
894	SUDHAKAR R SONAWANE	SSC, NCTVT	36	UTI. OPR.	01/12/86	10	3,58,575	NOT APPLICABLE	
895	SUDHAKAR S HIWALE	SSC	42	CRAFTSMAN	09/01/78	19	4,39,036	NOT APPLICABLE	
896	SUDHIR KESHAV MALWANKAR	SSC	40	GEN. OPR.	02/09/80	17	3,16,104	NOT APPLICABLE	
897	SUDHIR M GAMRE	HSC	34	CRAFTSMAN	03/09/84	13	3,80,211	NOT APPLICABLE	
898	SUDHIR V PALEKAR	IX	37	GEN. OPR.	03/11/77	19	3,49,856	NOT APPLICABLE	
899	SUDIN D CHOUGULE	SSC	47	CRAFTSMAN	01/10/76	20	4,56,827	NOT APPLICABLE	
900	SUHAS R TAWDE	SSC, NCTVT	39	CRAFTSMAN	17/09/79	18	6,11,148	NOT APPLICABLE	
901	SUNDARARAJAN U	A I C W A	54	C & MD	24/04/81	29	3,07,677	FINANCIAL CONTROLLER TAMILNADU CEMENT CORPN LTD	3 YEARS 2 MTHS
902	SUNIL B NEMANE	SSC, NCTVT	33	UTI. OPR.	24/02/86	11	3,76,293	NOT APPLICABLE	
903	SUNIL D LOKHANDE	HSC, NCTVT	36	CRAFTSMAN	12/05/86	11	3,04,215	NOT APPLICABLE	
904	SUNIL G BHADALKAR	SSC	38	LOCO DRIVER	02/10/78	18	3,83,175	NOT APPLICABLE	
905	SUNIL K BORICHA	BCOM	35	CLERK	23/05/88	9	3,05,018	NOT APPLICABLE	
906	SUNIL K SATARDEKAR	BSC	36	UTI. OPR.	01/06/84	13	4,13,732	NOT APPLICABLE	
907	SUNIL M JADHAV	HSC	37	CRAFTSMAN	10/09/85	12	3,89,451	NOT APPLICABLE	
908	SUNIL P ADSULE	HSC, NCTVT	33	CRAFTSMAN	08/09/87	10	3,23,197	NOT APPLICABLE	
909	SUNIL S BELEKAR	SSC, NCTVT	34	CRAFTSMAN	19/01/87	10	3,17,137	NOT APPLICABLE	
910	SUNIL T AZAD	HSC	30	CRAFTSMAN	14/09/87	10	3,03,902	NOT APPLICABLE	
911	SUNIL V SAWANT	SSC, NCTVT	35	CRAFTSMAN	01/06/84	13	3,81,845	NOT APPLICABLE	
912	SUNIL V SHINDE	SSC, NCTVT	32	CRAFTSMAN	12/09/84	13	3,38,834	NOT APPLICABLE	
913	SURESH E M	MCOM	35	CLERK	09/01/84	13	4,23,171	NOT APPLICABLE	
914	SURESH J BADHARGE	V	46	CRAFTSMAN	26/09/80	17	3,45,453	NOT APPLICABLE	
915	SURESH KUMAR MANNATIL	BSC	35	PRO. TECH.	09/07/84	13	3,23,210	NOT APPLICABLE	
916	SURESH P KOMATHURATHIL	HSC, NCTVT	34	CRAFTSMAN	03/09/84	13	4,29,877	NOT APPLICABLE	
917	SURESH S LELE	NCTVT	42	CRAFTSMAN	04/10/77	19	4,83,436	NOT APPLICABLE	
918	SURESH S PATIL	HSC	34	PRO. TECH.	11/06/85	12	3,06,119	NOT APPLICABLE	
919	SURESH V CHAVAN	HSC, NCTVT	34	UTI. OPR.	18/02/86	11	4,02,414	NOT APPLICABLE	
920	SURESHKUMAR B NAIR	HSC, NCTVT	35	CRAFTSMAN	03/09/84	13	3,58,714	NOT APPLICABLE	
921	SURYAKANT S DIVEKAR	IX	36	DRIVER	16/09/85	12	3,54,215	NOT APPLICABLE	
922	SUSHIL N CHAVAN	HSC, ITI	28	CRAFTSMAN	15/09/87	10	3,18,202	NOT APPLICABLE	
923	T J MISHRA	IX	46	GEN. OPR.	02/10/78	18	3,48,477	NOT APPLICABLE	
924	T K RADHAKRISHNAN	SSC	48	UTI. OPR.	01/06/84	13	3,33,943	NOT APPLICABLE	
925	T P JADHAV	SSC, NCTVT	35	CRAFTSMAN	10/01/84	13	4,32,842	NOT APPLICABLE	
926	T R YADAV	IX	49	GEN. OPR.	02/10/78	18	3,75,611	NOT APPLICABLE	
927	T V BHOSALE	III	49	CRAFTSMAN	16/08/77	20	3,34,075	NOT APPLICABLE	
928	TANAJI DUDHGAONKAR	SSC, NCTVT	43	CRAFTSMAN	12/06/79	18	4,56,144	NOT APPLICABLE	
929	TANAJI SHANKAR HANDE	IX	40	GEN. OPR.	01/09/80	17	3,29,176	NOT APPLICABLE	

SR. NO.	NAME	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMUN- ERATION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
930	THOMAS L TUSCANO	SSC,NCTVT	34	CRAFTSMAN	07/05/86	11	3,55,232	NOT APPLICABLE	
931	TUKARAM B BAEET	IXTH PASS	52	CRAFTSMAN	05/06/86	11	3,02,868	NOT APPLICABLE	
932	TUKARAM P RAUL	B.COM.	42	CLERK	01/09/78	19	4,42,739	NOT APPLICABLE	
933	TUKARAM S SAWANT	IX	36	GEN.OPR.	30/12/85	11	3,13,485	NOT APPLICABLE	
934	TUSHAR M KADAM	SSC,ITI	31	CRAFTSMAN	29/06/87	10	3,08,557	NOT APPLICABLE	
935	U H AHIRE	SSC	46	UTI.OPR.	01/11/80	16	4,09,395	NOT APPLICABLE	
936	U L PATEL	SSC	39	LOCO DRIVER	30/10/80	16	3,69,986	NOT APPLICABLE	
937	U R GHAGARE	NCTVT, DME	32	CRAFTSMAN	11/09/86	11	3,57,013	NOT APPLICABLE	
938	U S MOHITE	VII	52	GEN.OPR.	09/12/81	15	3,11,218	NOT APPLICABLE	
939	UDAY KARANDE	BSC	31	CLERK	02/09/91	6	3,39,820	NOT APPLICABLE	
940	UDAYKUMAR S SAWANT	HSC, NCTVT	31	CRAFTSMAN	28/09/87	10	3,38,447	NOT APPLICABLE	
941	* UGALE AS	SSC, NCTVT	41	MAINT OFFICER	08/05/78	21	5,04,368	MAZGAON DOCK LTD.	2 YEARS
942	UJJWAL G SHINTRE	HSC,NCTVT	32	CRAFTSMAN	02/09/85	12	3,80,347	NOT APPLICABLE	
943	UMA U SULE	B.COM	37	CLERK	12/12/88	8	3,03,700	NOT APPLICABLE	
944	UTTAM BHAI KAMBLE	IX	39	LEADING HAND	13/08/79	18	3,53,516	NOT APPLICABLE	
945	UTTAM K KHADE	SSC	42	UTI.OPR.	25/01/88	9	3,32,602	NOT APPLICABLE	
946	UTTAMRAO G HUNDARE	HSC	33	CRAFTSMAN	02/06/86	11	3,61,695	NOT APPLICABLE	
947	V A KUDALKAR	SSC,NCTVT	40	CRAFTSMAN	11/08/80	17	4,75,189	NOT APPLICABLE	
948	V B AMBRE	SSC	38	CRAFTSMAN	19/10/81	15	3,74,985	NOT APPLICABLE	
949	V B BHOIR	SSC,NCTVT	37	CRAFTSMAN	05/05/81	16	4,40,289	NOT APPLICABLE	
950	V B INARKAR	IX	37	CRAFTSMAN	04/06/81	16	4,18,317	NOT APPLICABLE	
951	V B NAIK	IX	39	GEN.OPR.	26/05/81	16	3,06,492	NOT APPLICABLE	
952	V B PASI	IXTH PASS	42	FORKLIFT OPR.	02/10/78	18	3,43,407	NOT APPLICABLE	
953	V B ZUMBRE	VII	43	LOCO DRIVER	06/11/78	18	4,47,382	NOT APPLICABLE	
954	V G KHANVILKAR	IX	41	GEN.OPR.	28/02/77	20	3,43,334	NOT APPLICABLE	
955	V G RAUT	IX	39	GEN.OPR.	27/07/81	16	3,19,615	NOT APPLICABLE	
956	V H WAGHMARE	VIII	43	GEN.OPR.	01/06/81	16	3,19,454	NOT APPLICABLE	
957	V J POKHARKAR	SSC,NCTVT	36	CRAFTSMAN	05/05/81	16	4,27,867	NOT APPLICABLE	
958	V K BODAS	SSC,NCTVT	43	CRAFTSMAN	20/01/78	19	4,35,449	NOT APPLICABLE	
959	V K DOIPHODE	IXTH PASS	40	GEN.OPR.	12/04/77	20	3,08,923	NOT APPLICABLE	
960	V L CHAVAN	X	42	GEN.OPR.	16/01/81	16	3,15,725	NOT APPLICABLE	
961	V M MARTAL	IX	38	LEADING HAND	08/05/81	16	3,31,815	NOT APPLICABLE	
962	V M RANE	SSC	47	GEN.OPR.	02/10/78	18	3,39,427	NOT APPLICABLE	
963	V N JADHAV	IX	40	GEN.OPR.	29/12/80	16	3,27,926	NOT APPLICABLE	
964	V N JADHAV	SSC,NCTVT	37	CRAFTSMAN	08/09/83	14	3,91,667	NOT APPLICABLE	
965	V N JAGTAP	X	41	GEN.OPR.	30/10/80	16	3,25,708	NOT APPLICABLE	
966	V N RANE	B.COM	38	CLERK	14/10/82	14	4,58,977	NOT APPLICABLE	
967	V R AUTHADE	X	42	CRAFTSMAN	03/11/77	19	3,83,427	NOT APPLICABLE	
968	V R DARDE	SSC	43	CRAFTSMAN	15/12/76	20	3,68,052	NOT APPLICABLE	
969	V R GAONKAR	SSC,NCTVT	37	CRAFTSMAN	02/07/81	16	5,16,760	NOT APPLICABLE	
970	V R KAIPPULLY	IX	40	GEN.OPR.	02/10/78	18	3,40,319	NOT APPLICABLE	
971	V R LAHASE	SSC	51	LEADING HAND	10/05/78	19	3,52,297	NOT APPLICABLE	
972	V R MALSEKAR	SSC	40	LOCO DRIVER	02/10/78	18	3,63,062	NOT APPLICABLE	
973	V S DESAI	IX	41	GEN.OPR.	01/12/80	16	3,17,824	NOT APPLICABLE	
974	V S GAIKWAD	IXTH PASS	39	UTI.OPR.	22/09/86	11	3,29,767	NOT APPLICABLE	
975	V S KABAD	SSC	35	UTI.OPR.	03/11/83	13	4,03,346	NOT APPLICABLE	
976	V S KALE	VI	55	GEN.OPR.	01/02/79	18	3,16,709	NOT APPLICABLE	
977	V Y PAWAR	SSC,NCTVT	44	CRAFTSMAN	18/11/81	15	4,50,749	NOT APPLICABLE	
978	VALERIE RODRIGUES	BCOM	36	CLERK	23/11/83	13	3,04,144	NOT APPLICABLE	
979	VASUDEO H KADAM	SSC	36	CRAFTSMAN	08/03/85	12	3,36,612	NOT APPLICABLE	
980	VASUDEO P DIWATE	VIII	44	CRAFTSMAN	16/08/77	20	4,02,335	NOT APPLICABLE	
981	VASUDEO R KAMBLI	SSC,BOILER-I	55	UTI.OPR.	08/10/79	17	4,62,058	NOT APPLICABLE	
982	VATSALA SONAWANE	BA(HIST)	40	CLERK	01/10/85	11	3,31,224	NOT APPLICABLE	
983	VEENU JAGASIA	BA	43	CLERK	21/10/83	13	3,35,827	NOT APPLICABLE	
984	VENKATRAO S SIKHA	SSC	49	FIRE OPR.	05/11/85	11	3,70,922	NOT APPLICABLE	
985	VENUGOPAL D NAYAK	IX	37	DRIVER	13/01/86	11	4,08,236	NOT APPLICABLE	
986	VERONICA J CORREIA	BA	37	CLERK	07/03/83	14	3,42,372	NOT APPLICABLE	
987	VIDYA PRAKASH RAO	B.A.	37	CLERK	15/10/82	14	3,66,080	NOT APPLICABLE	
988	VIDYA V SAWANT	BCOM	35	CLERK	18/02/86	11	3,61,142	NOT APPLICABLE	
989	VIJAY A YADAV	BA	42	CLERK	01/12/83	13	3,75,563	NOT APPLICABLE	
990	VIJAY D GANGAWANE	SSC, ITI	34	CRAFTSMAN	06/05/86	11	3,33,389	NOT APPLICABLE	
991	VIJAY K DESHPANDE	B.ATT, NCTVT	42	UTI.OPR.	15/10/87	9	3,21,514	NOT APPLICABLE	

SR. NO.	N A M E	QUALIFICATION	AGE	DESIGNATION/ NATURE OF DUTIES	DATE OF COM- MENCEMENT OF EMPLOY- MENT	TOTAL NO. OF YEARS EXPE- RIENCE	REMUN- ERATION	PARTICULARS OF LAST EMPLOYMENT	PERIOD- YEARS/ MONTHS
992	VIJAY KUMAR V KAMBLE	SSC, NCTVT	40	UTI.OPR.	15/10/87	9	3,86,690	NOT APPLICABLE	
993	VIJAY L DEKATE	BSC	31	UTI.OPR.	17/08/89	8	3,06,794	NOT APPLICABLE	
994	VIJAY L NAGPURE	FYJC	34	CRAFTSMAN	28/07/86	11	3,33,650	NOT APPLICABLE	
995	VIJAY N PHANSEKAR	BSC	33	UTI.OPR.	27/04/87	10	3,61,131	NOT APPLICABLE	
996	VIJAY S KULKARNI	SSC, NCTVT	39	CRAFTSMAN	04/09/84	13	3,85,034	NOT APPLICABLE	
997	VIJAY S PAWAR	IX	31	CRAFTSMAN	20/02/85	12	3,29,647	NOT APPLICABLE	
998	VIJAY V VAISHAMPAYAN	SSC,BOILER-I	43	UTI.OPR.	15/01/85	12	3,25,480	NOT APPLICABLE	
999	VIJAYA CHANDRAKANT PAI	BA	47	CLERK/TYPIST	02/03/84	13	3,20,197	NOT APPLICABLE	
1000	VIJAYANAND P TAMBE	FJBSC	33	CRAFTSMAN	08/09/87	10	3,04,509	NOT APPLICABLE	
1001	VIJAYKUMAR D KAPADIA	SSC, NCTVT	41	CRAFTSMAN	21/09/84	13	3,31,586	NOT APPLICABLE	
1002	VIKAS B NERURKAR	BSC	33	PRO.TECH.	11/03/86	11	3,40,540	NOT APPLICABLE	
1003	VIKAS D KSHIRSAGAR	BSC	37	PRO.TECH.	06/08/84	13	3,55,699	NOT APPLICABLE	
1004	VIKAS R MANCHEKAR	HSC,NCTVT,D.E.E	34	CRAFTSMAN	02/07/85	12	3,80,993	NOT APPLICABLE	
1005	VIKAS S RAHATE	HSC, NCTVT	36	CRAFTSMAN	01/08/86	11	3,41,103	NOT APPLICABLE	
1006	VIKASH RAJAPUT	BCOM	37	CLERK	21/01/86	11	4,79,346	NOT APPLICABLE	
1007	VILAS A ANGNE	HSC, NCTVT	31	CRAFTSMAN	08/09/87	10	3,05,974	NOT APPLICABLE	
1008	VILASRAO SALUNKHE	SSC	47	DRIVER	02/03/90	7	3,23,283	NOT APPLICABLE	
1009	VINAYAK S HINDEKAR	XIITH, NCTVT	32	CRAFTSMAN	03/09/86	11	3,44,880	NOT APPLICABLE	
1010	VINCENT V CORREIA	SSC, ITI, NCTVT	37	CRAFTSMAN	25/02/87	10	3,23,641	NOT APPLICABLE	
1011	VIRK J S	B SC MECH ENGG	49	DGM LPG OPS.	01/10/82	24	3,00,442	SCIENTIFIC OFF/ ENGG DEPT OF ATOMIC ENERGY	7 YEARS 1 MTH
1012	VISHNU K LOKHANDE	X	54	GEN.OPR.	01/02/80	17	3,03,890	NOT APPLICABLE	
1013	VISHWANATH B BAILE	SSC	53	CRAFTSMAN	07/11/85	11	3,35,895	NOT APPLICABLE	
1014	VISHWANATH G BANE	IX	34	GEN.OPR.	30/05/85	12	3,04,963	NOT APPLICABLE	
1015	VISHWAS K BHONDE	IX	41	CRAFTSMAN	29/05/85	12	3,29,119	NOT APPLICABLE	
1016	VITHAL MHASKAR	X	45	DRIVER	01/03/90	7	3,42,132	NOT APPLICABLE	
1017	VIVEK V POONEKAR	SSC, NCTVT	34	UTI.OPR.	09/04/87	10	3,14,997	NOT APPLICABLE	
1018	W F FERNANDES	X	40	CRAFTSMAN	12/07/83	14	3,57,237	NOT APPLICABLE	
1019	W V QUADROS	IX	38	CRAFTSMAN	15/02/79	18	4,64,014	NOT APPLICABLE	
1020	WILTON	HSC	42	MALE NURSE	11/07/88	9	3,46,364	NOT APPLICABLE	
1021	WINSTON I RODRIGUES	SSC,NCTVT	39	CRAFTSMAN	08/03/75	12	4,17,473	NOT APPLICABLE	
1022	Y D NAGARE	IX	38	DRIVER	27/03/84	13	3,30,285	NOT APPLICABLE	
1023	Y D TANDEL	BSC	36	PRO.TECH.	27/02/84	13	3,15,244	NOT APPLICABLE	
1024	Y K SARGAR	VIITH PASS	36	FORKLIFT OPR.	19/10/81	15	3,03,768	NOT APPLICABLE	
1025	Y S SANSARE	V/III	51	CRAFTSMAN	10/11/78	18	3,53,845	NOT APPLICABLE	
1026	Y S TRIPATHI	IX	40	CRAFTSMAN	17/07/80	17	4,72,223	NOT APPLICABLE	
1027	YASHIN D NAIKAVADI	SSC	44	FIRE OPR.	01/06/79	18	4,55,622	NOT APPLICABLE	
1028	YASHWANT D SURADKAR	BCOM	38	CLERK	17/05/85	12	4,44,961	NOT APPLICABLE	
1029	YATIN A DESHMUKH	SSC,BOILER	36	UTI.OPR.	17/02/86	11	3,77,866	NOT APPLICABLE	
1030	YESHWANT M DODKUL	IX	45	GEN.OPR.	06/08/79	18	3,24,918	NOT APPLICABLE	
1031	YOGENDRAPRASAD P PANDEY	IIIRD PASS	46	UTI.OPR.	14/12/84	12	3,26,170	NOT APPLICABLE	
1032	YUSUF H MULANI	IX	31	FIRE OPR.	31/05/85	12	3,23,505	NOT APPLICABLE	
1033	YVONNE L D'SOUZA	B.COM	35	CLERK	13/02/84	13	3,15,643	NOT APPLICABLE	

Note :

- All the employees marked with asterisk are employed for part of the year 1996-97 as either they retired/resigned or otherwise separated during the year.
 - The remuneration shown includes apart from regular salary, company's contribution to Provident & Pension Funds wherever applicable, the encashment of Leave due and Leave Fare Assistance paid during the year of separation, which are considered to work out the rate of remuneration in the aggregate per month.
- There is no employee who is in receipt of remuneration in excess of that drawn by MD/Wholtime Director/Manager and holds not less than 2% of the Equity Shares of the Company.
- Nature of service in all cases was contractual.
- None of the aforementioned employees is related to a Director.

"NOT APPLICABLE" indicates BPCL as first employment.

