

# TCS CEO's annual pay up 28%, took home ₹16 crore in FY19

NEHA ALAWADHI  
New Delhi, 16 May

Tata Consultancy Services (TCS) Chief Executive Officer Rajesh Gopinathan's salary last financial year rose over 28 per cent annually to nearly ₹16 crore, according to the company's annual report.

Gopinathan's compensation included ₹1.15 crore in salary, ₹1.26 crore in perquisites, ₹13 crore in commission, and over ₹60 lakh in other allowances — all of which added to a remuneration of ₹16.02 crore. In 2017-18, his compensation was ₹12.49 crore. The ratio of Gopinathan's salary to median remuneration was 262.30, which means he was paid 262.30 times more than the average salary for employees.

TCS Chief Operating Officer N Ganapathy Subramaniam earned over ₹11.61 crore in 2018-19 (FY19), compared to ₹9.29 crore last financial year. His pay package rose 24.88 per cent during the period. Subramaniam's salary was 190.01 times higher than the average employee salary.

Ramakrishnan V, TCS' chief financial officer, took home ₹4.13 crore package in FY19.

The Mumbai-based company said the average annual increase during the financial year was 6 per cent in India. "However, during the course of the year, the total increase is approximately 7.2 per cent, after accounting for promotions and other event-based compensation revisions," the annual report said.

TCS said employees outside India received a wage increase, varying from 2 per cent to 5 per cent.



**CEO Rajesh Gopinathan's compensation included ₹1.15 crore in salary, ₹1.26 crore in perquisites, ₹13 crore in commission, and over ₹60 lakh in other allowances**

"The increase in remuneration is in line with the market trends in the respective countries. Increase in the managerial remuneration for the year was 14.66 per cent," it said.

The percentage increase in the median remuneration of employees in the financial year was 3.70 per cent, the annual report said.

## Risks to business

The firm also mentioned the US-China trade conflicts, Brexit, and escalation in India-Pakistan conflicts as factors that pose a risk to TCS' business. "Given the scale and geographic spread of the company's operations, litigation risks can arise from commercial disputes, perceived violation of intellectual property rights, and employment related matters.

Our rising profile and scale also makes us a target to litigations without any legal merit. This risk is inherent to doing business across the various countries and com-

mensurate with risk faced by other players similarly placed in the industry. In addition to incurring legal costs and distracting management, litigations garner negative media attention and pose reputational risk. Adverse rulings can result in substantive damages," it added.

TCS is currently involved in a court battle in the US with Computer Sciences Corporation (CSC), a US-based insurance platform provider to a client of TCS. CSC filed for a temporary restraining order against TCS last month, after accusing it of misappropriating its trade secrets. TCS, in turn, said CSC was trying to disrupt its \$2-billion deal with their common client Transamerica Corporation.

A US court on Monday denied CSC's application for a temporary restraining order against TCS. TCS is also involved in similar legal battles with US software firm Epic Systems, and US-based Simonelli Innovation LLC.

# YES Bank claws back bonus of Rana Kapoor worth ₹1.44 crore

NIKHAT HETAVKAR  
Mumbai, 16 May

Private lender YES Bank clawed back the performance bonus of ₹1.44 crore of former Managing Director and Chief Executive Officer Rana Kapoor, whose term was cut short by the Reserve Bank of India (RBI) in October last year.

"The board of directors of the bank had considered and approved clawback of 100 per cent of the performance bonus paid to Mr. Rana Kapoor for FY 2014-15 (FY15) and FY16, net of taxes. The amount of bonus subject to clawback was ₹6.2 million for FY15 and ₹8.25 million for FY16," said the bank in its annual report on Thursday.

YES Bank added that it has not paid any bonus to Kapoor for FY17 and FY18. Business Standard had earlier reported that the RBI has kept private banks waiting on bonus payment to top executives.

Kapoor drew a salary of ₹6.48 crore for the ten months he served as MD & CEO, before his tenure ended in January.

The bank's current MD and CEO Ravneet Gill, who took over in March, was paid ₹5.93 million for FY19. The lender said it has executed a service contract with Gill, which includes notice period of three months, subject to RBI approval. He has also been granted 5 million stock options on March 1, 2019, at Fair Market Value (FMV). He may exercise the options granted according to the vesting schedule under the bank's new MD & CEO Stock Option Plan 2019 — which is 20 per cent, 30 per cent, and 50 per cent each year — from the end of first year of the grant date, said the bank. Gill did not hold any equity shares in the bank at the end of FY19.

The RBI on Tuesday appointed former RBI deputy governor R Gandhi as an additional director on the YES Bank board for two years, with effect from May 14. This appointment, along with an RBI statement on the regulatory breaches in the bank's functioning, points towards strained relations between the bank and the regulator. Gill has been vocal about improving the bank's image with the regulator and ensuring stricter compliance.

**CUPID LIMITED**  
Manufacturers and Exporters of Male / Female Condoms and Lubricants  
Registered Office: A-68, M. I. D. C. (Malegaon),  
Sinnar, Nashik - 422113  
Tel No. :- (02551) 230280 Fax No. :- (02551) 230279  
CIN No. :- L25193MH1993PLC070846  
E-Mail:- cs@cupidlimited.com  
Website: www.cupidlimited.com

**NOTICE**  
Pursuant to regulation 29 read with regulation 47 of SEBI (LODR), Regulations, 2015, **NOTICE** is hereby given that a meeting of the Board of Directors of the company is scheduled to be held on **WEDNESDAY, 29th DAY OF MAY 2019** inter alia, to consider, approve and take on record the Audited Financial Results of the company for the quarter and year ended 31st March, 2019 and to consider and discuss about the recommendation of final dividend for FY 2018-19.

The said information is also available on the company's website at [www.cupidlimited.com](http://www.cupidlimited.com) and may also be available on the websites of the Stock Exchanges at [www.bseindia.com](http://www.bseindia.com) and [www.nseindia.com](http://www.nseindia.com).

For Cupid Limited  
Sd/-  
**Saurabh V. Karmase**  
Company Secretary and Compliance Officer

Place: Nashik  
Date: 16th May, 2019

**KAUSHALYA INFRASTRUCTURE DEVELOPMENT CORPORATION LIMITED**  
CIN:L51216WB1992PLC055629  
Regd. Office: HB - 170, Sector - III, Salt Lake, Kolkata - 700 106  
Ph. : 033-2334 4148,  
E-mail: info@kaushalya.net  
Website: www.kaushalya.net

**NOTICE**  
Notice is hereby given that as per SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, a meeting of the Board of Directors of the Company will be held on Thursday, 30th May, 2019 at its Registered Office at HB 170, Sector III, Salt Lake, Kolkata-700106 to consider inter-alia, the following business:-  
(1) To consider and to take on record the Audited Financial Results for the quarterly/annual ended March 31, 2019. (2) To consider and approve the Audited Standalone and Audited Consolidated Annual Accounts for the year ended March 31, 2019. (3) Any other business with the permission of the chair.

By order of the Board  
Sd/-  
Sanjay Lal Gupta  
Company Secretary

Place : Kolkata  
Date : 16th May, 2019

**Q**  
**QUESS**  
DELIVERING GROWTH  
Quess Corp Limited  
CIN: L74140KA2007PLC043909  
Regd Office: 3/3/2, Bellandur Gate, Sarjapur Road, Bengaluru, 560103.  
Tel:080-6105 6001; Fax:080-6105 6406  
website: [www.uesscorp.com](http://www.uesscorp.com); E-mail: [investor@uesscorp.com](mailto:investor@uesscorp.com)

**NOTICE**  
Pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, notice is hereby given that a Meeting of the Board of Directors of Quess Corp Limited ("the Company") will be held on Wednesday, May 22, 2019 inter-alia, to consider and approve the audited (Standalone and Consolidated) Financial Results of Company for the quarter and financial year ended March 31, 2019.

The above results will also be made available, after the approval at the aforesaid meeting, on the website of the Company at [www.uesscorp.com](http://www.uesscorp.com) and on the website of the Stock Exchanges where the securities of the Company are listed, at [www.bseindia.com](http://www.bseindia.com) and [www.nseindia.com](http://www.nseindia.com).

Place: Bangalore  
Date: May 16, 2019

For Quess Corp Limited  
Sd/-  
(Kundan K Lal)  
Company Secretary & Compliance Officer

# NBFCs must have risk officers, says RBI

SUBRATA PANDA  
Mumbai, 16 May

With crisis engulfing the non-banking financial companies (NBFC) sector, the Reserve Bank of India (RBI) on Thursday asked the finance companies with asset size of more than ₹5,000 crore to appoint chief risk officers (CROs), who will function independently to ensure the highest standards of risk management.

The RBI in a statement said the CRO has to be a senior official in the hierarchy of an NBFC and will be appointed for a fixed tenure, with the approval of the board of the NBFC. The CRO shall be involved in the process of identification, measurement, and mitigation of risks. Moreover, all credit products of NBFCs — whether retail or wholesale — have to be inspected by the CRO, but his role in deciding credit proposals shall be limited to being an advisor.

The RBI said the CRO will be entitled to voting rights in finance companies, which use a committee structure to clear high-value loans with the CRO as panel member. Plus, all members of the panel will be liable for all aspects, including risk perspective related to the credit proposal.

The RBI has said the CRO will report directly to the managing director (MD) & CEO/Risk Management Committee (RMC) of the board. In case the CRO reports to the MD & CEO, the RMC/board should meet the CRO without the presence of the MD & CEO, at least on a quarterly basis, the RBI added.

The RBI has made it clear that the CRO shall not have any reporting relationship with the business verticals of the NBFC. They shall not be given any business targets and not be given any other responsibilities.

Many NBFCs have been under stress following the beleaguered Infrastructure Leasing & Financial Services (IL&FS) group defaulting on its debt obligations, triggering panic in the financial markets. Since then, the NBFCs have been struggling to get funds for their operations, as banks and mutual funds have been very cautious lending to them. Moreover, the cost of borrowing for these entities has also gone up. Now, they are relying more on retail bond issuances, external commercial borrowings, masala bonds, and securitisation for funds.

**HB STOCKHOLDINGS LTD**  
CIN: L65929HR1985PLC033933  
Regd. Off.: Plot No. 31, Echelon Institutional Area, Sector-32, Gurugram-122001, (Haryana)  
Phone: 0124-4675500, Fax:0124-4370985  
E-mail: corporate@hbstockholdings.com  
Website: www.hbstockholdings.com

**NOTICE**  
Notice is hereby given pursuant to Regulation 47 read with Regulation 29 of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, that a meeting of Board of Directors of the Company will be held on **Thursday, 30th May, 2019**, inter-alia, to consider and approve the Audited Financial Results (Standalone & Consolidated) of the Company for the last quarter and financial year ended 31st March, 2019.

This Notice is also available on the website of the Company, [www.hbstockholdings.com](http://www.hbstockholdings.com) and also on the website of the Bombay Stock Exchange (BSE Limited), [www.bseindia.com](http://www.bseindia.com) and National Stock Exchange (NSE Limited), [www.nseindia.com](http://www.nseindia.com)

For HB Stockholdings Ltd  
Sd/-  
**RACHIT TANDON**  
(Company Secretary)  
M. No.: ACS-30169  
Date: 16.05.2019  
Place: Gurugram

**HB LEASING AND FINANCE COMPANY LIMITED**  
CIN: L65910HR1982PLC034071  
Regd. Off.: Plot No. 31, Echelon Institutional Area, Sector-32, Gurugram-122001, Haryana  
Email: corporate@hbleasing.com  
Website: www.hbleasing.com

**NOTICE**  
Notice is hereby given pursuant to Regulation 47 read with Regulation 29 of the Securities Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, that a meeting of Board of Directors of the Company will be held on **Thursday, 30th May, 2019**, inter-alia, to consider and approve the Audited Financial Results of the Company for the last quarter and financial year ended 31st March, 2019.

This Notice is also available on the website of the Company, [www.hbleasing.com](http://www.hbleasing.com) and also on the website of the Bombay Stock Exchange (BSE Limited), [www.bseindia.com](http://www.bseindia.com).

For HB Leasing and Finance Company Limited  
Sd/-  
**LAKSHAY VAID**  
(Company Secretary)  
M. No.: ACS-45438  
Date: 16.05.2019  
Place: Gurugram

**IDFC FIRST Bank Limited**  
(Formerly known as IDFC Bank Limited) CIN: L65110TN2014PLC097792  
Registered Office: KRM Towers, 8th Floor, Harrington Road, Chetpet, Chennai - 600031. Tel: +91 44 4564 4000 Fax: +91 44 4564 4022.

**(Notice Under Section 13(2) of the Securitisation and Reconstruction of Financial Assets and Enforcement of the Security Interest Act, 2002)**

The following borrowers and co-borrowers availed the below mentioned secured loans from IDFC First Bank Limited (Formerly known as IDFC Bank Limited). The Loans of the below mentioned borrowers and co-borrowers have been secured by the mortgage of their respective properties. As they have failed to adhere to the terms and conditions of the respective loan agreements and had become irregular, their loans were classified as NPA as per the RBI Guidelines. Amounts due by them to IDFC First Bank Limited (Formerly known as IDFC Bank Limited) are mentioned as per respective notices issued more particularly described in the following table and further interest on the said amounts shall also be applicable and the same will be charged as per contractual rate with effect from their respective dates.

Sl. No.	Loan Account No.	Type of Loan	Name of borrowers	Outstanding as per 13(2) notice	Notice date	Details of secured asset
1	14132740	Loan Against Property	1. Venkatram Reddy M 2. Veena Devi	Rs. 23,66,958.78	24/04/2019	All that piece and parcel of property bearing BBMP Katha No. 1959/1149/399, Old Site No.128, measuring East to West 40 feet and North to South 30 feet, situated at Gottigere Village, Uttarahalli Hobli, Bangalore South Taluk bounded on: East by: Road, West by: Property bearing site no. 136 North by: Property bearing site no. 127, and, South by: Property bearing site no. 129.

You are hereby called upon to pay the amounts due to IDFC First Bank Limited (Formerly known as IDFC Bank Limited) as per the details shown in the above table with contracted rate of interest thereupon from their respective dates and other costs, charges etc., within 60 days from the date of this publication, failing which the undersigned shall be constrained to initiate proceedings U/s 13(4) and Sec.14 of the SARFAESI Act, against the mortgaged properties mentioned hereinabove to realize the amount due to IDFC First Bank Limited (Formerly known as IDFC Bank Limited) Further you are prohibited U/s 13(13) of the said Act from transferring the said secured asset either by way of sale/lease or otherwise.

Sd/-  
Authorised Officer  
IDFC First Bank Ltd  
Formerly Known as IDFC Bank Ltd  
Date: 17.05.2019  
Place: Bangalore

**IDFC FIRST Bank Limited**  
(Formerly known as IDFC Bank Limited) CIN: L65110TN2014PLC097792  
Registered Office: KRM Towers, 8th Floor, Harrington Road, Chetpet, Chennai - 600031. Tel: +91 44 4564 4000 Fax: +91 44 4564 4022.

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Sl. No.	Loan Account No.	Type of Loan	Name of borrowers	Outstanding as per 13(2) notice	Notice date	Details of secured asset
1	13572210	Home Finance LAP	1. Krishna A 2. G Shivashankari	Rs. 31,42,448.15	23/04/2019	ALL that piece and parcel of the Property bearing No. 2, Jaragahalli Village Khatha No.19 situated at Uttarahalli Hobli, Bangalore South Taluk presently comes under Jaraganahalli Naidu Layout, Rajeev Gandhi Main Road, 2nd Cross presently comes under BBMP limits and property bounded on:- East by: Road, West by: Remaining portion of Khatha No.19, North by: Property No. 3, South by: Property No. 1. Measuring east to west : 40 feet and North to South: 30 feet in all measuring 1200 sq.ft.

You are hereby called upon to pay the amounts due to IDFC First Bank Limited (Formerly known as IDFC Bank Limited) as per the details shown in the above table with contracted rate of interest thereupon from their respective dates and other costs, charges etc., within 60 days from the date of this publication, failing which the undersigned shall be constrained to initiate proceedings U/s 13(4) and Sec.14 of the SARFAESI Act, against the mortgaged properties mentioned hereinabove to realize the amount due to IDFC First Bank Limited (Formerly known as IDFC Bank Limited) Further you are prohibited U/s 13(13) of the said Act from transferring the said secured asset either by way of sale/lease or otherwise.

Sd/-  
Authorised Officer  
IDFC First Bank Ltd  
Formerly Known as IDFC Bank Ltd  
Date: 17.05.2019  
Place: Bangalore

**UNIT - BHAGWATI AUTOCAST LTD**  
# 816, Village Rajoda Nr. Bavla, Dist - Ahmedabad - 382220

**NOTICE** hereby given that the certificate(s) in respect of below mentioned Equity shares of the company has / have been lost / misplaced / stolen and the holder(s) of the said shares has / have applied to the company for issue of Duplicate share Certificate(s) in lieu of the original Share certificate(s).

SR. NO.	NAME OF SHARE HOLDERS	FOLIO NO.	NO. OF SHARES	CERTIFICATE NO.	DISTINCTIVE NOS.
1	Suma Rao	S01252	200	11418, 12212, 15977, 28666	684678-684727, 716858-716907, 881280-881329, 1420310-1420359

Public is cautioned against purchasing or otherwise dealing with the above mentioned share certificates. Any person having claims / objections in the said shares, should communicate to the Company at the Registered office of the company at the address given above within 15 days from the date of Publication of this notice.

Failing which the Company shall proceed to issue Duplicate Share Certificates.

**VST INDUSTRIES LIMITED**  
Regd. Office : Azamabad, Hyderabad - 500 020  
Phone: 91-40-27688000; Fax:91-40-27615336;  
CIN: L29150TG1930PLC000576  
Email:investors@vstind.com, website: www.vsthyd.com

**ISSUE OF DUPLICATE SHARE CERTIFICATES**

Notice is hereby given that the following share certificates issued by the Company have been reported to be lost/misplaced and the registered holder has applied to the Company for issue of duplicate share certificates:

Folio No.	Share Cert. No.	Distinctive Nos.	No. of Shares	Name of the Regd. holder of shares
N000168	33135687	11836169-11836171	3	Nirmala Das
	3333475-3333476	4690528-4690537	10	Nirmala Das
	3379677	7382454-7382499	46	Nirmala Das

The public are hereby warned against purchasing or dealing in any way with the above share certificates. Any person(s) who has/have any claim(s) in respect of the said share certificates should lodge such claim(s) with the Company at its Registered Office at the address given above within 15 days from the date of publication of this notice, after which no claim will be entertained and the Company will proceed to issue duplicate share certificates.

For VST INDUSTRIES LIMITED  
Sd/-  
**PHANI K. MANGIPUDI**  
Company Secretary  
Date: 16-05-2019

**AstraZeneca**  
AstraZeneca Pharma India Limited  
(CIN: L24231KA1979PLC003563)  
Regd. Office: Block N1, 12<sup>th</sup> Floor, Manya Embassy Business Park, Rachenahalli, Outer Ring Road, Bangalore-560045  
Ph.: 080-6774 8000, Web: [www.astrazeneca.com/india](http://www.astrazeneca.com/india)

**NOTICE**  
[Pursuant to Regulation 47(1)(a) of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015]  
A meeting of the Board of Directors of AstraZeneca Pharma India Limited will be held on Friday, May 24, 2019 inter alia, to consider and approve the Audited Financial Results of the Company, for the quarter and year ended March 31, 2019.

This information is available on the website of the Company i.e., [www.astrazeneca.com/india](http://www.astrazeneca.com/india) and also on the website of the Stock Exchanges, [www.nseindia.com](http://www.nseindia.com) (National Stock Exchange of India Limited) and [www.bseindia.com](http://www.bseindia.com) (BSE Limited), where the equity shares of the Company are listed.

For AstraZeneca Pharma India Limited  
Sd/-  
**Pratap Rudra**  
Company Secretary & Legal Counsel  
Place: Bangalore  
Date: May 16, 2019

**Bosch Limited**  
Regd. Office: Hosur Road  
Adugodi, Bengaluru - 560 030  
Website: [www.bosch.in](http://www.bosch.in)  
e-mail: [investor@bosch.com](mailto:investor@bosch.com)  
Tel: +91 80 67521750  
CIN: L85110KA1951PLC000761

**NOTICE**  
Mr. Girirajsinhji Shivrainsinhji Jadeja (Claimant) (PAN No.ABRPJ8866H) had applied for transmission of 1000 shares of Bosch Limited held in Folio No S05306 by the late Mr. Shivraj Sinhji. The company had proceeded with the request of transmission of shares in favour of the claimant. The transmitted share certificate bearing number S0002818 was despatched on 29.01.2019 through registered post vide c o n s i g n m e n t n o RK0193881451N to the address of the claimant i.e. Hawa Mahal, Gondal, Rajkot(Gujarat) - 360311. Subsequently it was brought to our notice that the claimant had not received the share certificate and a Postal Complaint was lodged with the postal authorities on 04.04.2019 with the complaint registration number being 10009172906. We have been intimated by the postal authorities by their email dated 04.04.2019 wherein they have declared the consignment as lost.

Based on the above fact the company proposes to issue a duplicate certificate to the claimant and seeks objections from the members of the public if any. If no objections are received within 15 days of the publication of the said advertisement the company will proceed with the issuance of the duplicate share certificate.

For Bosch Limited  
Rajesh Parte  
Company Secretary & Compliance Officer  
Place: Bengaluru  
Date: May 16, 2019

**Aadhar Housing Finance Ltd**  
GHAR BANEGA, TON DESH BANEGA.

**Notice to the Shareholders**

This Notice is issued pursuant to the provisions of section 124 of the Companies Act, 2013 ("Act") read with the Investor Education and Protection Fund Authority (Accounting, Audit, Transfer and Refund) Rules, 2016 ("Rules") notified by the Ministry of Corporate Affairs (MCA) effective from 7th September, 2016 and Circular No. 11/06/2017-IEPF dated 16th October, 2017. The Rules, inter-alia, contain provisions to transfer shares into the Demat Account maintained by Investor Education & Protection Fund (IEPF) Authority, in respect of those shareholders who have not cashed/claimed the Dividend Warrants for the last 7 consecutive years.

Further, as per the above provisions of Companies Act, 2013 and Rules, please note that, the Final Dividend declared for the Financial Year 2011-12, which remains unclaimed are due to be transferred to IEPF on 17th August, 2019, during the financial year 2019-20. The concerned shareholders (except those shareholders, who did not claim any dividend for the period prior to FY 2011-12 and consequently their shares have been already transferred to the demat account of IEPF in October, 2018), may claim the said unclaimed dividends at any time before the due date of transfer as mentioned above, otherwise the said unclaimed/unpaid Dividend along with the corresponding shares will be transferred to the account(s) of IEPF Authority as per the above Act, Rules & MCA Circular(s). Individual Notices are also being sent to the concerned shareholders as per the contact details available with the Company.

The Company has also uploaded full details of such shareholders whose dividends are remaining unclaimed/unpaid and those shares which are due for transfer to IEPF Authority Demat Account on its website, [www.aadharhousing.com](http://www.aadharhousing.com), concerned Shareholders are requested to visit & verify the same and may contact by sending email/letters to Company's Registrar & Share Transfer Agent, M/s Karvy Fintech Pvt. Ltd. (Formerly known as Karvy Computershare Pvt. Ltd.) at E-mail Id: [einward.ris@karvy.com](mailto:einward.ris@karvy.com) | or to Nodal Officer : Mr. Sreekanth V N - Company Secretary & Compliance Officer of the Company, at E-mail Id: [sreekanth.n@aadharhousing.com](mailto:sreekanth.n@aadharhousing.com) for submitting their claim with a copy of claim related documents.

For Aadhar Housing Finance Limited  
(Formerly known as DHFL Vysya Housing Finance Limited)  
Sd/-  
Sreekanth V N  
Company Secretary  
MCA 21  
FCs: 4191  
Dated: 17th May 2019  
Place: Mumbai