

SINGLE COPY =Rs. 3/-



# FEDERAL SENTINEL

Editor : D. THEAGARAJAN

VOL. II NO. 5

MAY 2016

## FNPO & NUGDS TENDERED EVIDENCE

FNPO tendered evidence before the GDS pay Committee headed by Sri Kamalesh Chandra, Chairman, from the official side Sri TQ Mohammad Secretary, Sri Susheel Member and from the staff side Sri D Theagarajan, Secretary General FNPO, Sri TN Rahate, President FNPO, Sri Rajat S Das, working president, FNPO, Sri D Kishan Rao, Genral Secretary, NAPE Group-C, Sri PU Muraleedharan, General Secretary, NUGDS, Sri CH. Laxmi Narayana President NUGDS Sri B Shivakumar, Asstt. General Secretary, NAPE Group-C, & Sri L LKrishna Prasad RR, NAPE Gr-C, AP Circle were tendered the evidence. A Video Presentation for 25 minutes was made before the commission showing the nature of duties of all the cadres of the GDS employees, usage of biometric devices for payment of MGNREGA, Social Security Pensions and the interview of the Hon'ble Communication Minister, Sri Ravi Sankar Prasadji covering the projects under took by the rural postal network present and future. Sukanya Samradhi Account, RPLI, sale of Godavari water, PM Suraksha Bhima Yojana were highlighted in the video. The Chairman and GDS committee keenly watched the video presentation and positively responded on the points raised in the memorandum. The Commission may call unions again in July 2016.

Some of the salient features of the evidence

1. Amending the rule 3A of the GDS conduct & Engagement Rules and allotting the GDS employees to work for 8 hours. Necessary documents obtained

under RTI Act were submitted in support of the workload of the BPMs.

2. Dispensing with the unscientific point system for assessing the workload of BPMs and evaluations of new method for the GDSMC/MD/Packers keeping the future need of the rural postal system.

3. Reducing the cadres in the GDS System by making common cadre atleast two and suitably fixing the wages.

4. Fixing the wages of the GDS agents based on the scales implemented to the Central Govt. Employees in the 7th CPC minimum of Rs 20,000/- basic pay.

5. Finding ways and means for providing rented standard accommodation by the Department paying suitable HRA.

6. Cash conveyance arrangement to be made by the Department with conveyance allowance.

7. Fixed quota for the GDS employees in the PA recruitment and allowing GDS employees in the vacant posts of Postal Assistants like postmen & Group-D.

8. 5% LR

9. The compassionate appointment of the dependents in case of voluntary/invalid retirements

10. Liberal transfer facility in place of limited transfer facility.

11. Medical facilities, Group Insurance

12. Chapter wise discussion of our Memorandum .

JOURNAL OF THE FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
T-24, ATUL GROVE ROAD, NEW DELHI - 110 001, PHONE : 23321378

ANNUAL SUBSCRIPTION RS. 30/-

To

1. All Circle/Division/Branch Secretaries
2. All the affiliated unions' / Association CHQ office-bearers

Dear Colleagues,

Sub : GDS verification.

The Department of Posts has started the process of the verification of membership of GDS for grant of recognition. At the same time the Department imposed hurdles by unnecessarily seeking information of Divisional Secretaries nation-wide from the applicant unions against the provisions of verification process contained in the RS Rules of the Department of posts. NUGDS has already submitted applications in the ensuing verification process.

Now the issue before us is that the NFPE affiliated union. (All India Postal Employees union – GDS (NFPE) and AIGDSU are floating misleading information through their circulars in order to confuse the poor GDS employees. In this connection, our Federation issued separate circular which is enclosed herewith.

This verification process is entirely different from previous one.

Earlier there were only three Federations which participated. Among the three there was real contest between NFPE and FNPO. At that time, we were able to submit as many as 51000 membership applications in the verification, 2010. Out of 51000, we secured 34800 verified members. Nearly 16500 members became dual.

Now the AIGDSU is split into two groups. One group continues to function in the name of AIGDSU and the other is functioning under the name of AIPEU-GDS (NFPE). The split between the two groups was not made on ideological basis but made due to egoism between the top leaders.

Now both the groups are claiming that they will get number one position without understanding the GDS mind. Both AIGDSU and AIPEU GDS (NFPE) are expert to influence poor GDS employees by means of unfair methods.

One group uses official capacity by approaching postmasters and the other group uses their muscle and money power to intimidate the poor GDS. We should be very careful with the two groups. At the same time, we need not afraid of the action of both unions-AIGDSU and AIPEU-GDS (NFPE). Verification of membership for regular employees has been over a few months ago. Before the verification, NFPE affiliated unions and Bharatiya affiliated unions have floated rumours nation-wide that FNPO affiliated unions would lose their recognition. But the result shows that we secured more number of members than the 2010 verification. If our FNPO affiliated unions of Divisional Secretaries of PIII, PIV, RIII, R IV worked together in the GDS verification, there is no doubt that we would have secure requisite membership for obtaining recognition.

To achieve the goal, all Circle/Division Secretaries of FNPO affiliated unions are requested to follow the instructions given below:

1. All FNPO Divisional Secretaries should ensure that they fully co-operate well with Divisional Secretary of NUGDS by burying all differences between them.
2. If there is no Divisional Secretary for GDS in any Division, the Divisional union should be formed for GDS immediately. On ad-hoc basis and intimate the same to NUGDS CHQ by email and also to the GDS Circle union.
3. NUGDS has more than 300 Divisional Secretaries names in the mailing list. However, it has to be updated immediately. Therefore it is requested that the names of the office-bearers of

NUGDS Divisional Secretaries should be sent to the General Secretary, NUGDS Sri P.U. Muralidharan through his email, mail id : muralipost@hotmail.com and fnpochennai@gmail.com

4. All Divisional Secretaries of FNPO worked well and proved their efficiency in the recent verification of regular employees. This alone is not enough. NUGDS union is the first child of our beloved leader, K.R. It is our duty to give all sorts of help to NUGDS union for obtaining recognition. The FNPO appeals to all the Divisional Secretaries to ensure no stone is unturned to get the recognition of NUGDS.
5. All Circles should revive Circle co-ordinating committee immediately to

ensure NUGDS division union in their Circles function properly and submit the office-bearer list to the NUGDS CHQ and FNPO CHQ. This is very very important task for us. We strongly believe that all FNPO Circle Secretaries will rise to the occasion.

6. We are confident that our Circle/ Division/Branch Secretaries will follow the above guidelines scrupulously without fail.
7. Our achievement in the past is enclosed as separate circular for your information. Circle Secretaries are requested to translate the contents of the enclosed circular in their regional language under the names of FNPO affiliated unions' Circle Secretaries

jointly and circulate to each Division at the earliest.

With regards,  
Yours Fraternally,



P.U. Muralidharan  
General Secretary, NUGDS (FNPO)



D. Theagarajan)  
Secretary General, FNPO



D. Kishan Rao  
General Secretary  
NAPE Group C



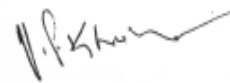
T.N. Rahate  
General Secretary  
NUPE Postmen & MTS



D. Theagarajan  
General Secretary  
NURMS & MMS EU Group C



(N. Ramappa)  
General Secretary  
NURMS & MMS EU MG/MTS



O.P. Khanna  
General Secretary  
AIPAOA (Admin. Union)



Shivadasan  
General Secretary  
NUCWE (Civil Wing)



G.P. Parate  
General Secretary  
AIPAOA (Postal Accounts)

## **FNPO- NUGDS contribution for GDS**

Dear Colleagues,

Of late both NFPE and AIPEDU claim that benefits which GDS avail now are due to them only. But what is the reality? I feel that it is my duty to explain what actually happened in the past and how GDS got these benefits. Who sacrificed for GDS? But who are the gainers today? The FNPO is compelled to reveal the past history.

### **RIGHT FROM THE INCEPTION TO TILL DATE**

Before formation of NFPTE, an all India convention was held in Madras on 6-6-1954. K.R. demanded a separate union for EDAs and also ED Enquiry Committee in order to improve the service conditions of EDAs.

On 5-9-1954, a Supreme Council was called by K.R. as Secretary-General of UPTW. In that council, he placed the re-alignment scheme which was circulated by the Govt. on 30-8-1954. The Council approved the Government's proposal.

KR Demanded separate union for EDAs along with nine unions. The then DG Sri L.C. Jain assured that the demand of K.R. would be considered at the appropriate time. Unfortunately K.R. was defeated in the Secretary-General's election.

Thereafter NFPTE did not bring pressure on the Govt. for separate union for EDAs. Why there was no pressure from NFPTE?

When NFPTE was formed, there were two unions representing class III and PM & Class IV.

The EDAs were allowed to be members of above two sections depending upon their nature of duties. This method helped the NFPTE to manipulate the voting systems to gain the power battle.

How they indulged in manipulation is required a separate book-let to explain.

In the year 1957, the Govt. appointed a committee under the chairmanship of Sri C.V. Rajan, retired Postal officer to review and submit report on the service conditions of EDAs. Though NFPTE ignored KR, K.R. submitted separate memorandum wherein he demanded separate union for EDAs.

While KR was General Secretary, P III in the year 1960, he was arrested during the general

strike launched by all Central Govt. employees. Disciplinary proceedings were initiated against KR and his pay was reduced by three stages as punishment. He rejoined duty on 19-3-1962 after a gap of 20 months.

KR formed FNPTO in 1968. The Govt. as usual recognised P III & P IV unions only. But KR refused to accept the Govt. decisions and pleaded for recognition for separate union of EDAs. At last the Govt. acceded to the request of KR and gave recognition for EDA union on 10-10-1968. Thus the recognized ED union was formed in the Postal industry for the first time under the banner of FNPTO. At that time there was no EDA union under the banner of NFPTE.

### **First duty on EDA union**

EDAs who took part in the one-day token strike in the year 1968 were removed from service by the Govt. At that time, there were two punishments-one was removal and the other dismissal. KR fought severely against this discrimination and the Govt. at last relented and all the EDs were ordered re-instatement in service. This was a major achievement after formation of separate union for EDAs. (NUEDA)

### **Madan Kishore Committee**

The Govt. appointed Pay Commission for Central Govt. employees in the year 1970. K.R. Demanded that the Pay commission should also look into EDA's problems. But the Govt. did not agree with K.R. and they appointed Madan Kishore committee for EDAs. K.R. submitted Memorandum and also tendered oral evidence before the Madan Kishore committee. The Govt. rejected all the favourable recommendations of Madan Kishore committee. Orders were issued for revising basic allowance and not pay structure.

### **Security of Service for EDAs**

At that time there was no security of service for EDAs. Affected EDAs approached the court of Law.

Favourable judgments were given by the High Court. K.R. supported one EDA who got a judgment in his favour. He rendered financial Assistance and also advised how to face the Govt. in apex court. At last the Supreme Court delivered judgment on 22-4-1977 declaring the EDAs are holders of Civil posts within the meaning of Article 311(1) and 311(2) of the

constitution of India, but they are no Agents or Casual Labourers.

The Supreme Court said that EDA is a holder of Civil post outside the civil service. In accordance with the Supreme court judgment, the P & T Board issued orders that an enquiry should be held as in the case of regular employees if it is proposed to dismiss/remove an EDA from service and thus security of service was assured and whimsical dismissals were averted.

Before this judgment, even an IPO can dismiss ED employees on flimsy grounds without an enquiry. Principle of natural justice was not applied to ED employees. Therefore, the first major and vital issue solved by KR and NUEDA was security of service. Another aspect of security of service was that unless warranted none should be put off duty (suspended) KR's persistent endeavours yielded results.

**Rajya Sabha Petitions Committee:**

Smt. Leela Damodaran M.P. presented a petition signed by Sri B.K.Samantha Ray and 33 other EDAs of Orissa Circle to Rajya Sabha on 11-5-1978 and it was accepted and referred to the Petitions Committee. NUEDA led by KR submitted a detailed Memorandum on all the problems and tendered evidence before the Committee on 13-8-1978. The report of the Committee was placed on the table of the Parliament on 11-5-1979.

The Committee recommended a Rent of Rs.10 p.m for the accommodation of the B.O at the residence of the BPM. But this proposal was rejected by the Government. However, when Sri CM.Stephen became Minister (C) and at the pursuance of KR, orders were issued to grant Rent of Rs.10 p.m. and also a special allowance of Rs.5 to other ED Class IV.

KR was pressing the Government to consider all other recommendations favourably. But, supply of umbrellas, enhancement of the rate of gratuity, employment to the dependants of ED employees who die in harness and payment of adhoc increase in wages (D.A) annually from the 1 of September of every year, were only accepted.

NUEDA under the able leadership of KR conducted many struggles. Due to the persuasion of KR, nearly 8000 BOs were upgraded as EDSOs, if a PCO is Installed in the BO, and thus there was enhancement of the Basic Allowance etc. When 4 Pay Commission

was appointed, KR urged that revision of wages and service conditions of the EDAs should also be referred to the 4 Pay Commission. The Pay Commission was agreeable and KR got the a reply from the Pay Commission to that effect. But under the pressure from the P&T Board, the proposal was not accepted by the Government and the 3 ED Enquiry Committee under the chairmanship of rd Sri R.R.Savoor, Retired Member (P) was appointed on 5-11-1984.

Immediately after appointment of Savoor Committee, KR demanded Interim Relief to EDAs also. The Commlttee granted a relief of Rs.40 to EDSPMs and to the rest Rs. 30 w.e.f 1-12-1984. Wage structure, service conditions and trade union rights of ED employees were projected in the forum of ILO, when he attended the ILO Committee Meeting held at Geneva from 27 November to 5th December, 1984.

KR through NUEDA submitted an exhaustive memorandum to ED Enquir y Committee. . . The important recommendation was on wages - prorata minus a percentage plus 16% as compensation for non grant of leave.

There were some benevolent recommendations, such as, grant of DA as and when Departmental employees are paid and cent percent neutralization, treating DA as separate segment, Increase in gratuity to 16½ times the allowance but no pension, introduction of contributory group Insurance, Increase In FSC, Increase in the rate of cycle maintenance allowance, payment of bonus on the basis of individual emoluments etc.

KR had discussions with the Postal Board on 17-10-1986, 17-11-1986 and 17-12-1986. The Board agreed not to implement the major adverse recommendations, and also agreed to fix wages on a prorata basis upto 2 hours and not beyond.

JCA was formed in March 1987 under the leadership of KR Strike notice was served on 1-5-1987. KR along with other leaders of all unions visited some circles and the response was tremendous.

Before strike commenced, settlement was reached and signed on 11-7-1987 and in TV it was shown as KR handing over settlement letter to the then D.G Sri Raghavachari.

The D.G (P) issued orders on the major recommendations on 15-7-1987. Wages were



increased to all EDAs. Another important settlement was payment of DA along with the C.G. employees twice a year and increase in combined duty allowance, cycle maintenance allowance and office maintenance allowance.

As a result of further struggles jointly by FNPO and NFPE, Directorate agreed to forward to Ministry of Finance, recommendations for further increase in wages, increase in the rate of gratuity to Rs.6000, coverage of group insurance scheme, payment of subsistence allowance and grant of pension.

On the advice of KR, Sri N.G. Shirolkar, Former C/S NUEDA Karnataka Circle had filed an application on behalf of some EDAs for grant of subsistence allowance to EDAs when put off duty in 1985 in the High Court of Karnataka and won the case.

Another most outstanding achievement in 1989/90 was the payment of Bonus to the ED employees on the basis of individual emoluments.

Group Insurance scheme was also accepted and implemented. In this way, KR was able to succeed in making the ED employees on par with the Departmental employees in the case of i) security of service, ii) D.A as and when announced, iii) Bonus payment and iv) Group Insurance Scheme, though departmentalization of ED was not possible.

KR out of his rich experience advised us instead of sticking on only to one item of Departmentalisation of ED system, it would be better to fight for departmental facilities to ED employees and get them solved one by one.

On 15-7-1991, strike notice was given, strike to be commenced from 11-8-1991. On the intervention of the Hon'ble Minister, the strike was postponed. NUEDA and FNPO under the able guidance of KR conducted several agitational programmes along with the other Federations, and also FNPO and NUEDA separately conducted Pay Strike on 31-7-1992, Dharna on 1-9-1992 and hunger strike on 13-10-1992.

Again Strike notice was issued for indefinite strike and strike took place from 7-12-1993 to 10-12-1993. It was also successful and called off on the written assurance. Due to this strike only, the Department agreed to appoint an ED Committee headed by Justice Talwar.

KR submitted Memorandum to Justice Talwar Committee. NUEDA submitted a joint

Memorandum along with NFPE as a policy matter at that time under the able guidance of Late Shri T.P. Kothandaraman, the then G/S NUPE Class III and Shri R.A.P. Singh, the then G/S AIPEU Class III. KR's Memorandum was well received.

When the Govt. kept the recommendations in cold storage, JCA decided to go on strike again from 18-11-1997. It was postponed. NUEDA individually served a strike notice, strike to be commenced from 4-12-1997. Due to the fall of the Government at the Centre, the strike was withdrawn. Then, both FNPO and NFPE conducted indefinite strike w.e.f. 8-7-1998. On the 16th the strike was called off. At every time, ED officials enblock joined the strike and wanted to continue till their legitimate demands are solved. Again the JCA wanted to go on strike for 2 days on 21-12-1998 and 22-12-1998. As the Department conceded the strike demands to some extent, strike was withdrawn on 18-12-1998.

On 17-12-1998, the Department revised the remunerations payable to various categories of EDAs. It is a step forward though not satisfactory.

Another separate union for EDAs were formed later by BPTEF and then by NFPE in the year 1999, that too due to new recognition Rules 1997.

#### OUR ROLE AFTER THE YEAR 1999

**INCREASE OF TRCA :** The Govt. merged 50% DA with the basic pay for Central Govt. employees. It was not extended to GDS. Sri S.S. Mahadeviah General Secretary AIPEDU undertook fast and the NFPE also subsequently supported it but there was no result. Thereafter FNPO and NFPE jointly served strike notice on 7-2-2005 demanding 50% DA merger with TRCA.

On 14-3-2005, Secretary-Generals of both the Federations met the members of Parliament at Delhi and requested them to take up our genuine issue in the Parliament by giving a call attention notice. On 14-3-2005, Sri Ajay Makhan M.P. of congress party joined the M.Ps delegation and met the Prime Minister and demanded in favour of merger of 50% DA with TRCA. A video-conference was called by the then communication Minister, Sri Dayanidhi Maran and assured for appointing a committee to look into the above issue. The committee was formed and the committee met twice. FNPO was represented by SG FNPO and GS,

**NUGDS.** The committee did not accept the merger of 50% DA but recommended to give increase of 2% of TRCA. It was not accepted by both the Federations. Finally the Govt. agreed to increase 5% in TRCA.

#### **R.S. NATARAJA MURTHI COMMITTEE**

The Govt. appointed VI Pay Commission for Central Govt. Employees. As usual the Govt. refused to discuss GDS issue in the VI Pay Commission. Both Federations decided to go on indefinite strike in this regard from 24-7-2007. Meanwhile, the Dept. appointed Natarajamurti Committee to look into new pay structure for GDS.

Both NFPE and Sri Mahadeviah, General Secretary tendered oral evidence and memorandum before the R.S. Natarajamurthi committee.

The FNPO and NUGDS submitted joint Memorandum and also tendered oral evidence.

#### **REDUCTION OF TRCA**

In the reduction of TRCA, the joint movement was conducted. Agreement was reached with then honourable MOs. Committee was formed. The committee recommended in favour of GDS. Orders were issued to protect the GDS TRCA but the orders of the Department are not according to our wish.

#### **Bonus Reduction**

The Department reduced the bonus ceiling for GDS from Rs. 3500/- to Rs. 2500/-. The issue was taken up with the Department jointly by FNPO & NFPE. Three times it was referred to Finance Ministry. Finally it was agreed that the bonus will be paid on par with regular employees to GDS.

The role of FNPO-NUGDS is not less than any other GDS union and sister Federation.

#### **Kamlesh Chandra Committee**

The FNPO and NFPE tried their level best to include the pay and allowances issue of GDS with 7<sup>th</sup> CPC purview. But three times the file was sent to Finance Ministry with the favourable recommendation of postal board. But it was rejected by the present Government. Finally Kamlesh Chandra committee was appointed. We have submitted Memorandum and demanded to regularize the GDS employees as Departmental employees. We have given a

full justification for regularizing GDS employees as regular employees in the Memorandum. Our presentation insists on regularization of GDS employees with all relevant point.

The committee did not disagree our Memorandum at any point of time. We have done our role sincerely and honestly during the presentation.

Let us hope for the best. Our presentation before the committee is dealt with separately vide the Editorial page of Federal Sentinel, May 2016 issue.

One union for GDS : AIGDSU and AIPEU-GDS (NFPE) are claiming that there should be only one union for GDS. Both are claiming that they will get first position and no union will get second position. Let us refer to the Telecom. In telecom there were two recognized unions viz., NFTE and FNTO upto 2000. They got maximum benefits for telecom employees. At the one point of time, Telecom employees got higher bonus than other Central Government employees (Postal & Railways) and other benefits.

NFTE was divided into two groups in Telecom one union got recognition according to the telecom rules. After that Telecom employees gradually lose their benefits one by one and they became company employees. Less bonus, limited medical facilities and begging status. This should not happen to the Postal GDS employees. Both AIGDSU and AIPEU-GDS (NFPE) are making all attempts to keep the GDS employees as it is. But FNPO and its NUGDS alone keep the GDS as equal to regular employees. There are no differences between GDS and regular employees as far as FNPO and NUGDS concerned. In fact, office-bearers of CHQ of FNPO affiliated unions have come from GDS cadre. FNPO and NUGDS will fight together until the last GDS get regular employee status.

We do not want to trumpet over the misdeeds of AIGDSU and AIPEU-GDS (NFPE). It will be taken care of by each other and they will get the due result for their misdeeds. Let us do our job. We will explain our past contributions and our future commitments to improve the GDS.

Let us perform our due duties in order to keep the dreams of K.R. to come true. It should be an ambition of our life.

## FROM THE DESK OF SECRETARY GENERAL

### MEETING WITH CHAIRMAN, GDS COMMITTEE

On 27-5-2016, the FNPO delegation consisting of Working President Sri Rajat S. Das, General Secretary of P III, P IV, NUGDS, SG FNPO, ASGS, Sri Sivakumar and President NUGDS met the Chairmen, GDS committee and discussed the GDS memorandum chapter-wise with video presentation. Details of the meeting is published as Editorial of this issue.

### FNPO AFFILIATED UNIONS CONFERENCE IN KERALA CIRCLE

FNPO affiliated union's Circle conference was held in Kozhikode from 20-5-2016 to 23-5-2016. The GS NAPE C, GS NUGDS and GS NUR C attended the conference. SG FNPO addressed the subject committee of P III, P IV, GDS, R III and R IV on 21-5-2016. He also addressed the open session on 20-5-2016. Kozhikode affiliated FNPO unions made an excellent arrangement for boarding and lodge. FNPO wishes the Circle Secretaries who were newly elected a grand success in their future endeavour.

### MEETING WITH DG POSTS

On 27-5-2016 President FNPO SG FNPO and GS NUGDS met the Secretary, Department of Posts and discussed the following issues:

1. Cadre Restructuring
2. Finacle issues
3. Pension to Temporary status casual labourers

### OUTCOME OF THE MEETING :

Cadre restructuring orders will be issued for P III cadres immediately. For remaining cadres, process will be started for further action.

Finacle : This issue which was listed by the Federation will be sorted out within first week of June 2016.

In regard to Temporary status Casual Labourers the matter will be referred to DOP & T in favour of TSCL.

Protest Letter from FNPO : FNPO presented a protest letter to the Secretary, Dept. of Posts on violation of agreement in Cadre Restructuring. Also presented letter on Finacle issue.

### CIRCLE CONFERENCE OF UP/UTTARAKHAND CIRCLES :

NUR C Conferences of UP and Uttarkhand Circles were held in Hardwar on 28-5-2016 and 29-5-2016. Details of the conference are published in RMS Sentinel, May 2016 issue.

### FINANCIAL POSITION :

CHQ P III union paid Rs. One lakh and Kerala Circle GDS union paid Rs. 28000/- to the Federation towards Federation quota for the period 2015-16. This has improved financial status of Federation. Now the Federation has paid Rs. 25000/- towards quota for UNI and cleared the loan of Rs. 28000/- To run the Federation, minimum of Rs. 15000/- is required every month. Keeping this, I appeal to all General Secretaries to pay their quota due for Federation timely so as to run the Federation smoothly.

Expecting your co-operation.

With greetings,

Yours Fraternally,



D. THEAGARAJAN  
Secretary General

Edited, Printed and published by D. THEAGARAJAN from T-24, Atul Grove Road, New Delhi - 110 001 on behalf of FEDERATION OF NATIONAL POSTAL ORGANISATIONS  
Composed and Printed at ICON GRAPHICS, Triplicane, Chennai - 600 005.