

NOTICE

Notice is hereby given that an Extra-ordinary General Meeting of the Members of Vimta Labs Limited (the "Company") will be held on Saturday, August 17, 2013 at 10.00 AM at the Registered office of the Company, Plot Nos. 141/2 & 142, IDA Phase II, Cherlapally, Hyderabad - 500 051 to transact the following business:

SPECIAL BUSINESS :

Appointment of Executive Chairman

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

"RESOLVED that in supersession of the resolution passed in the AGM held on May 31, 2013 and pursuant to the provisions of Sections 198, 269, 309, 310 read with Part-I and Section-I & II of Part- II of Schedule XIII and other applicable provisions of the Companies Act, 1956 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and subject to such consent (s), approval(s) and permission(s) as may be required, consent of the members be and is hereby accorded for the appointment of Dr S P Vasireddi as the Executive Chairman of the company for a period of 3 years with effect from 15-07-2013 on the remuneration, perquisites, allowances and other terms & conditions as given below:

Dr S P Vasireddi shall be paid remuneration at 3% (three percent) of the Net Profits of the Company, as computed under the provisions of Sections 198, 309, 349 and 350 read with Schedule XIII and other applicable provisions of the Companies Act, 1956, partly by way of monthly salary, perquisites and allowances and the balance at the end of the year subject to the condition that the aggregate of the said remuneration, perquisites, allowances payable to him together with the aggregate of remuneration, perquisites, allowances payable to the other three Whole-time Directors of the company shall not exceed 10% of the net profit of the company computed as per the applicable provisions of the Companies Act, 1956.

Monthly Remuneration

I. Salary (Consolidated) : Rs. 5,00,000/- (Rupees Five lakhs only) per month

II. Perquisites and allowances :

- Medical Reimbursement : Payment/Reimbursement of medical expenses incurred for self and family including dependent parents, subject to ceiling of one month's salary in a year.
- Leave Travel Concession : For self and family including dependent parents, to and fro from any place in India, once in a year subject to ceiling of one month's salary per annum.
- Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961.
- Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service.
- Encashment of Leave : Encashment of leave will be paid as per the rules of the company.
- Telephone and Car : Telecommunication facilities and car for business purposes.
- Personal accident insurance : Personal accident insurance premium will be paid as per the rules of the company."

Minimum Remuneration

"Resolved further that notwithstanding anything herein above stated, in the event of loss or inadequacy of profits in any financial year during the currency of tenure of service of Dr S P Vasireddi, he is eligible to draw the remuneration by way of salary, perquisites and other allowances not exceeding the limits specified in Section II of Part II of Schedule XIII to the Companies Act, 1956, including any statutory modification(s) or re-enactment(s) thereof, as may, for the time being in force or such other limits as may be prescribed by the Government from time to time as minimum remuneration".

"Resolved further that the Board of Directors of the company (hereinafter referred to as the Board, which term shall be deemed to include any committee whether called Remuneration Committee or such other name which may exercise its powers including the powers conferred by this resolution) be and is hereby authorized to vary, alter or modify the scope of the above stated remuneration, as they may deem fit in the interest of the company"

"Resolved further that Dr S P Vasireddi shall be subject to retirement by rotation during his tenure as Executive Chairman and he is not eligible to draw sitting fee for any Board / Committee Meetings"

"Resolved further that the Board be and is hereby authorized to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this resolution"

Appointment of Managing Director

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

"RESOLVED that in supersession of the resolution passed in the AGM held on May 31, 2013 and pursuant to the provisions of Sections 198, 269, 309, 310 read with Part-I and Section-I & II of Part- II of Schedule XIII and other applicable provisions of the Companies Act, 1956 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and subject to such consent (s), approval(s) and permission(s) as may be required, consent of the members be and is hereby accorded for the appointment of Harita Vasireddi as the Managing Director of the company for a period of 3 years with effect from 15-07-2013 on the remuneration, perquisites, allowances and other terms and conditions as given below:

Harita Vasireddi shall be paid remuneration at 2.5% (two and half percent) of the Net Profits of the Company, as computed under the provisions of Sections 198, 309, 349 and 350 read with Schedule XIII and other applicable provisions of the Companies Act, 1956 partly by way of monthly salary, perquisites and allowances and the balance at the end of the year subject to the condition that the aggregate of the said remuneration, perquisites, allowances payable to her together with the aggregate of remuneration, perquisites, allowances payable to the other three Whole-time Directors of the company shall not exceed 10% of the net profit of the company computed as per the applicable provisions of the Companies Act, 1956.

Monthly Remuneration

- I. Salary (Consolidated) : Rs. 4,00,000/- (Rupees Four lakhs only) per month
- II. Perquisites and allowances :
 - a) Medical Reimbursement : Payment/Reimbursement of medical expenses incurred for self and family subject to ceiling of one month's salary in a year.
 - b) Leave Travel Concession : For self and family to and fro from any place in India, once in a year subject to ceiling of one month's salary per annum.
 - c) Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961.
 - d) Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service.
 - e) Encashment of Leave : Encashment of leave will be paid as per the rules of the company.
 - f) Telephone and Car : Telecommunication facilities and car for business purposes.
 - g) Personal accident insurance : Personal accident insurance premium will be paid as per the rules of the company."

Minimum Remuneration

"Resolved further that notwithstanding anything herein above stated, in the event of loss or inadequacy of profits in any financial year during the currency of tenure of service of Harita Vasireddi, she is eligible to draw the remuneration by way of salary, perquisites and other allowances not exceeding the limits specified in the provisions of Section II of Part II of Schedule XIII to the Companies Act, 1956, including any statutory modification or re-enactment(s) thereof, as may, for the time being in force or such other limits as may be prescribed by the Government from time to time as minimum remuneration".

"Resolved further that the Board of Directors of the company (hereinafter referred to as the Board, which term shall be deemed to include any committee whether called Remuneration Committee or such other name which may exercise its powers including the powers conferred by this resolution) be and is hereby authorized to vary, alter or modify the scope of the above stated remuneration as they may deem fit in the interest of the company"

"Resolved further that Harita Vasireddi shall not be subject to retirement by rotation during her tenure as Managing Director and she is not eligible to draw sitting fee for any Board / Committee Meetings"

"Resolved further that the Board be and is hereby authorized to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this resolution"

Appointment of Executive Director - Operations

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

"RESOLVED that in supersession of the resolution passed in the AGM held on May 31, 2013 and pursuant to the provisions of Sections 198, 269, 309, 310 read with Part-I and Section-I & II of Part- II of Schedule XIII and other applicable provisions of the Companies Act, 1956 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and subject to such consent (s), approval(s) and permission(s) as may be required, consent of the members be and is hereby accorded for the appointment of Vungal Harriman as the Executive Director - Operations of the company for a period of 3 years with effect from 15-07-2013 on the remuneration, perquisites, allowances and other terms and conditions as given below:

Vungal Harriman shall be paid remuneration at 2.5% (two and half percent) of the Net Profits of the Company, as computed under the provisions of Sections 198, 309, 349 and 350 read with Schedule XIII and other applicable provisions of the Companies Act, 1956 partly by way of monthly salary, perquisites and allowances and the balance at the end of the year subject to the condition that the aggregate of the said remuneration, perquisites, allowances payable to him together with the aggregate of remuneration, perquisites, allowances payable to the other three Whole-time Directors of the company shall not exceed 10% of the net profit of the company computed as per the applicable provisions of the Companies Act, 1956.

Monthly Remuneration

I. Salary (Consolidated) : Rs. 4,00,000/- (Rupees Four lakhs only) per month

II. Perquisites and allowances :

- a) Medical Reimbursement : Payment/Reimbursement of medical expenses incurred for self and family including dependent parents, subject to ceiling of one month's salary in a year.
- b) Leave Travel Concession : For self and family including dependent parents, to and fro from any place in India, once in a year subject to ceiling of one month's salary per annum.
- c) Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961.
- d) Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service.
- e) Encashment of Leave : Encashment of leave will be paid as per the rules of the company.
- f) Telephone and Car : Telecommunication facilities and car for business purposes.
- g) Personal accident insurance : Personal accident insurance premium will be paid as per the rules of the company."

Minimum Remuneration

"Resolved further that notwithstanding anything herein above stated, in the event of loss or inadequacy of profits in any financial year during the currency of tenure of service of Vungal Harriman, he is eligible to draw the remuneration by way of salary, perquisites and other allowances not exceeding the limits specified in the provisions of Section II of Part II of Schedule XIII to the Companies Act, 1956, including any statutory modification or re-enactment(s) thereof, as may, for the time being in force or such other limits as may be prescribed by the Government from time to time as minimum remuneration".

"Resolved further that the Board of Directors of the company (hereinafter referred to as the Board, which term shall be deemed to include any committee whether called Remuneration Committee or such other name which may exercise its powers including the powers conferred by this resolution) be and is hereby authorized to vary, alter or modify the scope of the above stated remuneration as they may deem fit in the interest of the company"

"Resolved further that Vungal Harriman shall not be subject to retirement by rotation during his tenure as Executive Director - Operations and he is not eligible to draw sitting fee for any Board / Committee Meetings"

"Resolved further that the Board be and is hereby authorized to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this resolution"

Appointment of Executive Director - Administration

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

"RESOLVED that in supersession of the resolution passed in the AGM held on May 31, 2013 and pursuant to the provisions of Sections 198, 269, 309, 310 read with Part-I and Section-I & II of Part- II of Schedule XIII and other applicable provisions of the Companies Act, 1956 (including any statutory modification(s) or re-enactment(s) thereof for the time being in force) and subject to such consent (s), approval(s) and permission(s) as may be required, consent of the members be and is hereby accorded for the appointment of V V Prasad as the Executive Director - Administration of the company for a period of 3 years with effect from 15-07-2013 on the remuneration, perquisites, allowances and other terms and conditions as given below:

V V Prasad shall be paid remuneration at 2% (two percent) of the Net Profits of the Company, as computed under the provisions of Sections 198, 309, 349 and 350 read with Schedule XIII and other applicable provisions of the Companies Act, 1956 partly by way of monthly salary, perquisites and allowances and the balance at the end of the year subject to the condition that the aggregate of the said remuneration, perquisites, allowances payable to him together with the aggregate of remuneration, perquisites, allowances payable to the other three Whole-time Directors of the company shall not exceed 10% of the net profit of the company computed as per the applicable provisions of the Companies Act, 1956.

Monthly Remuneration

I. Salary (Consolidated) : Rs. 4,00,000/- (Rupees Four lakhs only) per month

II. Perquisites and allowances :

- Medical Reimbursement : Payment/Reimbursement of medical expenses incurred for self and family including dependent parents, subject to ceiling of one month's salary in a year.
- Leave Travel Concession : For self and family including dependent parents, to and fro from any place in India, once in a year subject to ceiling of one month's salary per annum.
- Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961.
- Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service.
- Encashment of Leave : Encashment of leave will be paid as per the rules of the company.
- Telephone and Car : Telecommunication facilities and car for business purposes.
- Personal accident insurance : Personal accident insurance premium will be paid as per the rules of the company."

Minimum Remuneration

"Resolved further that notwithstanding anything herein above stated, in the event of loss or inadequacy of profits in any financial year during the currency of tenure of service of V V Prasad, he is eligible to draw the remuneration by way of salary, perquisites and other allowances not exceeding the limits specified in the provisions of Section II of Part II of Schedule XIII to the Companies Act, 1956, including any statutory modification or re-enactment(s) thereof, as may, for the time being in force or such other limits as may be prescribed by the Government from time to time as minimum remuneration".

"Resolved further that the Board of Directors of the company (hereinafter referred to as the Board, which term shall be deemed to include any committee whether called Remuneration Committee or such other name which may exercise its powers including the powers conferred by this resolution) be and is hereby authorized to vary, alter or modify the scope of the above stated remuneration as they may deem fit in the interest of the company"

"Resolved further that V V Prasad shall be subject to retirement by rotation during his tenure as Executive Director - Administration and he is not eligible to draw sitting fee for any Board / Committee Meetings"

"Resolved further that the Board be and is hereby authorized to do all such acts, deeds, matters and things as may be considered necessary, desirable or expedient for the purpose of giving effect to this resolution"

Place : Hyderabad

Date : 15.07.2013

By order of the Board

Sd/-

A VENKATA RAMANA
Company Secretary

NOTES

- 1) A member entitled to attend and vote is entitled to appoint a proxy to attend and vote instead of himself and the proxy need not be a member of the company. The proxies in order to be valid must be deposited at the Registered Office of the Company not later than 48 hours before the commencement of the meeting.
- 2) The relative Explanatory Statements pursuant to section 173(2) of the Companies Act, 1956 in respect of special resolution set out above under item Nos. 1,2,3 & 4 are annexed hereto.
- 3) Information as required under clause 49 IV(G)(i) of listing agreement with Stock Exchanges and under Schedule XIII of the Companies Act, 1956 are annexed to this notice.

Explanatory statement pursuant to Section 173(2) of the Companies Act, 1956 for the special business listed at items 1,2,3 & 4 of Notice Calling Extraordinary General Meeting.

The members of the Company at the Annual General Meeting held on May 31, 2013 approved the appointment of Dr S P Vasireddi as Managing Director; Harita Vasireddi as Joint Managing Director, Vungal Harriman as Director Technical and V V Prasad as Executive Director for a period of three years commencing from March 25, 2013 on the remuneration and the terms and conditions recommended by the Board of Directors.

The Board of Directors of the company at its meeting held on July 15, 2013, based on the recommendation of the Remuneration Committee, considered and revised some of the terms of appointment including designations, remuneration and other terms and conditions of the Whole-time Directors with effect from 15th July, 2013.

Accordingly, the Board has passed resolutions appointing Dr S P Vasireddi as Executive Chairman, Harita Vasireddi as Managing Director, Vungal Harriman as Executive Director - Operations and V V Prasad as Executive Director - Administration for a period of three years effective from July 15, 2013 as per the remuneration and other terms and conditions set out in the resolutions above.

The above appointments; remuneration and other terms & conditions are subject to the approval of the members.

The terms of appointment of Dr S P Vasireddi, Harita Vasireddi, Vungal Harriman and V V Prasad, as stated in the Resolutions and this Explanatory Statement, may be treated as the abstract under Section 302 of the Companies Act, 1956.

Copy of relevant resolutions of the Board with respect to the appointments are available for inspection by members at the registered office during working hours on any working day till the date of the Extraordinary General Meeting.

The Board accordingly recommends the resolutions as set out in Items 1 to 4 for approval of the members.

Except Dr S P Vasireddi, Harita Vasireddi, Vungal Harriman and V V Prasad, none of the other Directors of the Company are concerned or interested in any way in these resolutions.

Place : Hyderabad

Date : 15.07.2013

By order of the Board

Sd/-

A VENKATA RAMANA
Company Secretary

ANNEXURE - I

**Details of the Directors seeking reappointment at the forth coming Extra-Ordinary General Meeting
(In pursuance of clause 49 IV(G)(i) of the listing agreement)**

Name	Dr S P Vasireddi	Harita Vaireddi	Harriman Vungal	V V Prasad
Designation	Executive Chairman	Managing Director	Executive Director - Operations	Executive Director-Administration
Date of Birth	01.07.1948	10.10.1974	01.10.1951	14.08.1951
Date of Appointment	15.07.2013	15.07.2013	15.07.2013	15.07.2013
Expertise in specific functional areas	Ph.D. with over 40 years of experience. He is one of the promoter Director of the company and has been its Chairman & Managing Director since inception. He is a member on the Governing Boards of several scientific bodies	A Pharmacist and an MBA (USA) in Service Operations Management with over 13 years of experience	D . T e c h . f r o m Toronto, Canada with over 35 years of experience. He is one of the promoter Director of the company and has been its Director-Technical since inception	A Graduate in commerce with over 35 years experience. He is one of the promoter Director of the company and has been its Executive Director since inception. Prior to starting this Company he was in service with AP State Government
Qualification	Ph.D.	B.Pharm MBA (USA)	D.Tech (Toronto)	B.Com.
Shareholding as on 30.06.2013	3598525	147300	1769608	1463515
None of the Directors are holding any Directorship in other Public Limited Companies				
Chairman / Member of the committees of the Board across all public companies of which he/she is a director as on 30.06.2013				
	Nil	Nil	Nil	Shareholders / Grievance Committee - Chairman

ANNEXURE - II

Statement pursuant to the requirements of Section II part II of Schedule XIII of the Companies Act, 1956 relating to payment of minimum remuneration to the Managerial Personnel in the event of loss or inadequacy of profits during tenure of their appointment :

I. GENERAL INFORMATION

1. Nature of Industry : Contract Research and Testing Organisation providing wide range of Testing and Research services.
2. Date or expected date of commencement of commercial production : The Company is in existence since 1990.
3. In case of new companies, expected date of commencement of activities as per project approved by financial institutions appearing in the prospectus : - Not Applicable
4. Financial performance of the Company in the last five years based on given indicators : (Rs.in lakhs)

Indicators → Financial years →	2012-13	2011-12	2010-11	2009-10	2008-09
Total Income	11042.87	9029.13	9603.82	8841.56	8173.07
Profit before non cash charges	1937.10	(12.06)	1267.45	1882.89	2163.92
Non cash charges	1499.64	1586.04	1806.07	1475.60	1536.00
Profit before Tax	437.46	(1598.10)	(538.62)	407.29	627.92
Profit after Tax	421.34	(1537.63)	(466.51)	265.86	404.43
Paidup Equity Capital	442.16	442.16	442.16	442.16	442.16
Dividend (%)	30	Nil	20	40	40

5. Export performance and net foreign exchange collaborations

- (a) Export earnings of the company during the last five financial years are as under :

(Rs. In Lakhs)

Indicators → Financial years →	2012-13	2011-12	2010-11	2009-10	2008-09
Export Earnings	4639.76	3019.62	3558.27	4125.93	3037.74

- (b) The Company has not entered into any collaboration with any foreign Companies / Parties.

6. Foreign Investments or collaborators, if any : - Nil -

II. INFORMATION ABOUT THE APPOINTEES : Details are given in Page Nos. 7 & 8

III. OTHER INFORMATION

1. Reasons for inadequate profits : The profits as computed under section 349 of Companies Act, 1956 after adjusting the excess of expenditure over income pertaining to prior years will be inadequate to pay the proposed remuneration to the managerial personnel.
2. Steps taken or proposed to be taken for improvement : The management is constantly working for reducing the costs and for improving the performance of the company to attain better profitability.
3. Expected increase in productivity and profits in measurable terms : As in the past, it is expected that there will be an all-round increase in the productivity and profitability of the Company in the coming years. It is difficult to predict and quantify the increase in productivity in measurable terms. However, the profitability growth can be seen from Quarter - 1 results of the Financial Year 2013 - 14.

IV. DISCLOSURES :

Adequate disclosure is made to the shareholders of the company of the terms of appointment and remuneration of the managerial personnel and their approval is sought for the same.

Information about the appointees

Appointees					
Name Designation	Dr S P Vasireddi Executive Chairman	Hartia Vasireddi Managing Director	Vungal Harriman Executive Director - Operations	V V Prasad Executive Director - Administration	
I) Back Ground	Ph.D. with over 40 years of experience. He is one of the promoter Director of the company and has been its Chairman & Managing Director since inception. He is a member on the Governing Boards of several scientific bodies.	A Pharmacist and an MBA (USA) in Service Operations Management. She worked with Vimta Rostest (P) Ltd. as Manager Operations for four years.	D.Tech. from Toronto, Canada with over 35 years of experience. He is one of the promoter Director of the company and has been its Director-Technical since inception.	A Graduate in commerce with over 35 years experience, He is one of the promoter Director of the company and has been its Executive Director since inception. Prior to starting this Company he was in service with AP State Government.	
II) Past Remuneration - (Salary, Allowances and Perquisites)					
F.Y. 2012-13	Rs.5274838	Rs.5274838	Rs.5274838	Rs.5274838	
F.Y. 2011-12	Rs.5376000	Rs.5376000	Rs.5376000	Rs.5376000	
F.Y. 2010-11	Rs.5376000	Rs.5376000	Rs.5376000	Rs.5376000	
F.Y. 2009-10	Rs.5376000	Rs.3638481	Rs.4348838	Rs.4348838	
F.Y. 2008-09	Rs.5376000	Rs.3610000	Rs.4332000	Rs.4332000	
III) Recognition or awards					
IV) Job Profile and his / her Suitability	The profile of job includes setting up of long term and short term plans & strategies for the development of Company's business and to lead the Board. Dr S P Vasireddi with his expert knowledge and rich experience in Contract Research and testing fields is the right person for the job.	The profile of job includes implementation of Board decisions and day to management of the affairs of the Company. The Job requires expert knowledge in the technical; techno-commercial and administration and other related areas for guiding and to lead the team. Harita Vasireddi with her rich experience and expert knowledge in the relevant field is the right person for the job.	The profile job includes overseeing the operational functions of the Company and implementation of quality systems as per the regulatory requirement. The job requires expert knowledge in technical field and related matters to lead the technical functions of the organization. Vungal Harriman with his expert knowledge and wide experience in technical field is the right person for the job.	The profile of the job includes overseeing the administrative functions of the Company and heading Finance & accounts; HR and other administrative functions. VV Prasad with his rich experience in the relevant fields is the right person for the job.	
V) Minimum Remuneration Proposed	Provisions of Sections 269 read with Part-II Section II of Schedule XIII and other applicable provisions of the Companies Act, 1956				
Salary per Month	Upto a maximum of Rs.400000/-	Upto a maximum of Rs.400000/-	Upto a maximum of Rs.400000/-	Upto a maximum of Rs.400000/-	Upto a maximum of Rs.400000/-

Name Designation	Dr S P Vasireddi Executive Chairman	Hartia Vasireddi Managing Director	Vungal Harriman Executive Director - Operations	V V Prasad Executive Director - Administration
Perquisites	a) Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961. b) Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service. c) Encashment of Leave : Encashment of leave will be paid as per the rules of the company.	a) Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961. b) Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service. c) Encashment of Leave : Encashment of leave will be paid as per the rules of the company.	a) Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961. b) Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service. c) Encashment of Leave : Encashment of leave will be paid as per the rules of the company.	a) Pension / Superannuation Fund : Company's contribution to Provident Fund, Superannuation Fund or annuity fund in accordance with the Scheme of the Company to the extent these either singly or put together are not taxable under Income Tax Act, 1961. b) Gratuity : As per the rules of the Company, at the rate not exceeding one-half month's salary for each completed year of service. c) Encashment of Leave : Encashment of leave will be paid as per the rules of the company.
VI) Comparative remuneration profile	This is a unique organization offering different types of testing and contract research services under one roof. There are no industry norms available for comparison as there are no Companies offering all types of services under one roof like this Company. Hence providing the comparative information on remuneration profile with respect to industry, size of the company and profile of the position and person is not possible.			
VII) Pecuniary relationship with the Company and among the Managerial personnel	Dr Vasireddi, Chief promoter and Executive Chairman of the Company. Harita Vasireddi, Managing Director, V V Prasad, Executive Director-Administration, and V Harriman, Executive Director-Operations of the company are his relatives.	Harita Vasireddi - Managing Director of the Company. Dr S P Vasireddi, Executive Chairman of the Company is her relative.	Vungal Harriman is one of the Promoter Directors and Executive Director-Operations. Dr Vasireddi; Harita Vasireddi and V V Prasad are not related to him.	V V Prasad is one of the Promoter Director and Executive Director-Administration of the Company. Related to - Dr S P Vasireddi, Executive Chairman and V Harriman, Executive Director-Operations of the company.

Place : Hyderabad
Date : 15.07.2013

By order of the Board

Sd/-
A VENKATA RAMANA
Company Secretary