

To  
The General Manager,  
H.M.T WF IV,  
Tumkur.

Date: 11/04/2007

10

Respected sir,

Sub: Complaint against Mr. Gopalaiah, the President of Employees  
co-operative society of H.M.T Watch factory, Tumkur.

With reference to the above subject, we the directors of the employees of  
co-operative society, H.M.T Watch Factory Tumkur, hereby felt it inevitable to bring it  
to your kind notice that the following problems are arising in the Co-operative  
society.

We are Six members, who have been elected as the directors of the  
Co-operative Society.

- ① As per the last meeting, Mr. Mariyappa and Mrs. Baby Alias Noorjahan are  
the Two Directors, who were holding the post of vice president and joint secretary  
vacated their respective posts to other directors in view of the earlier internal  
understanding that all the 6 directors to be given equal opportunities on rotation  
basis.

Mr. Gopalaiah, president of our society is intentionally making anti-  
propaganda among others that he has dismissed both of us from the above  
mentioned posts, despite the fact that he has no power to do so. It is evident that  
Gopalaiah has made this propaganda only because of the reasons that we protested  
against his illegal activities.

- ② Recently, we have had purchased Red Chilly. The same was fixed at the rate  
of Rs.58/- per Kg and marketed at the rate Rs.75/- per Kg by the president Mr.  
Gopalaiah with out consulting any of the directors. This is an example which shows  
the illegal activity of the present president. In view of such things the number of  
buyers as decreased considerably thereby causing huge loss to the society.

- ③ If the requirement of the Rice for the employees is 80 bags per month, the  
president used to purchase only 60 bags as a result the employees face problems  
due to shortage of Rice. When the employees protest to this, the president as no  
basic courtesy to convince them.

Continued..

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④ He is also mis-utilizing the president's power by allocating the employees to do his personal works such as sending them to post office, asking them to remit his residence telephone bill, electricity bill and so on.

⑤ AGM (HR) Dr. Venkateshalu is always supporting president Gopalaiah in all his activities. In having a HRM's influence he is threatening the directors. Being the president of Co-operative society, he is not showing any Co-operation either with directors or employees, instead of this, he has turned out to be the root cause of all the problems.

⑥ In the month of February he was not ready to distribute the provisions to members at all, then we approached DGM (F) and with his timely cooperation we could able to distribute the provision among all the members. We are very grateful to him for his support at the right time.

⑦ Mr. Gopalaiah is very much irregular in attending society meetings. (He is an irregular, irresponsible, corruptive and more than that his is not a fit person to be a president of a co-operative society.)

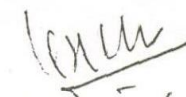
⑧ On 10/04/2007, after the monthly meeting he has taken the resolution book and kept with him unauthorizedly which is highly objectionable as per the Co-operative rules.

Hence, we are requesting your kind self to remove Mr. Gopalaiah from the post of president of the society immediately and appoint a person of above AGM and DGM level and put an end for the illegal actives of Mr. Gopalaiah.

In the light of the above facts, we earnestly request you to do the needful at the earliest and oblige.

Thanking you,

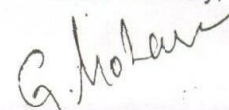
Yours faithfully,



(K. MARIYAPPA)

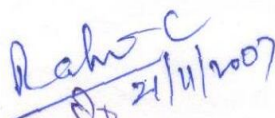


(BABY ALIAS NOORJAHAN)



(G. MOHAN)

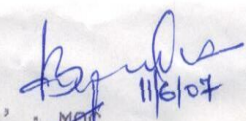
Directors

  
21/11/07  
CS  
21/11/2007  
CS  
21/11/07  
CS

Ref.No.: WF-IV/HRM/22836/MC/2007

Date : 05.06.2007

Smt.Baby Alias Noorjahan,  
T.No.22836,  
Worker Supervisor, Inspection,  
HMT Watch Factory-IV,  
Tumkur - 572 103.  
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Thru' : MGC  
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SHOW CAUSE NOTICE  
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You have made certain allegations against Mr.H.Gopalaiah, T.No.22216, MIS & President, Employees Co-operative Society, vide your letter dated 11.04.2007 addressed to Group General Manager.

"The allegations as made in your complaint are that Mr.H.Gopalaiah is an irregular, irresponsible, corruptive & unfit to be President of Employees Co-operative Society"

Management while promptly acting on the complaints, appointed an Investigation Officer to go into the veracity of the complaints. It is noticed that you were also given sufficient opportunities to substantiate your allegation in detail and sought evidence from you either personal or material or circumstantial.

After detail investigations, the Investigation Officer submitted report stating that allegations levelled against Mr.H.Gopalaiah are false and baseless. Therefore, it is proved in the investigation that you have made false and baseless allegations against Mr.H.Gopalaiah, MIS & President of Employees Co-operative Society which is highly irregular in nature and serious misconduct as per the Clauses of Certified Standing Orders of the Company viz., enumerated hereunder.

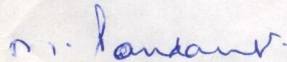
- 16.31 - Deliberately making false complaints against superiors knowing them to be false.
- 16.03 - Falsifying or refusing to give testimony when accident or other matters are being investigated.

A perusal of your past records reveals the following:

- 1) You were advised orally on 06.12.1985 for refusing/relucting to undergo search and your disorderly behaviour against Security Staff & Management.
- 2) You were advised in writing on 29.07.1987 for using abusive language against Management & Security Staff and refusal to open closed purse / bag for security check on several occasions during November 1986.
- 3) Also, you were kept under suspension from 25.04.1989 to 18.09.1995 for the criminal proceedings instituted by the police authorities.

: 2 :

Under the circumstances, you are hereby called upon to explain in writing as to why further disciplinary action should not be taken against you for the above misconduct as per the provisions of the Certified Standing Orders mentioned above. Your explanation should reach the undersigned within three days from the date of receipt of this letter. In the event of your explanation is not being received in time or the explanation if any, received is found to be not satisfactory, further action as deemed fit in the matter will be taken against you as per the Certified Standing Orders of the Company.

  
(M. Pandarinath),  
Joint General Manager(E).

Cc: AGM(HR)

*Received under protest may 15 days  
time to Reply.*

*Copy  
11/6/07*

TO  
Mr. M. PANDARINATH  
Joint General Manager (E)  
HMT Watch Factory – IV  
Tumkur

Dear Sir,

**SUBJECT: Explanation to your show cause notice**

**REFERENCE:**

- 1) Our complaint dated 11-04-2007, against Mr. Gopaliah,  
president of Employees co-operative Society of HMT  
Watch factory, Tumkur.

**2) Show cause notice dated 05-06-2007**

**Ref no: WF – IV / HRM / 22836 / MC / 2007**

- 1. I have made certain allegations against Mr Gopalaiah as per reference (1) above. But your hon'ble authorities failed to perceive that such allegation's is not against the employment conduct. It is only against the conduct of Mr Gopalaiah in his capacity as a president of Employees co-operative Society of HMT Watch factory, Tumkur.**
- 2. As per standing order 16.27, there is implied bar for me to communicate internal matters of company and its allied activities to an out-sider. I informed Honourable General manager for further action on the subject in a legal way. And also due to the fact that Mr Gopalaiah was a nominated director from the management side, i thought it is proper to go in proper channel, to bring mis-management of society inquired as per law.**
- 3. I along with other persons who signed the complaint stand with our complete words in the complaint. As a elected director of the society i have full rights in making such complaints, just for the proper functioning and management of society.**
- 4. We repeatedly requested you and investigating officer to refer the matter to Registrar of co-operative societies as per Section 64 of Karnataka Co-operative societies Act 1959, Registrar of Co-operative Societies is the authority for making any inquiry into the mis-management of society. The inquiry made by any other person is wholly illegal and against the law of the land.**

5. If the management has seen that whether there is any proper audit by co-operative department under the presidentship of Mr Gopalaiah and our allegation in regard to documents available in society, it may have found prima-facie case to refer the matter to Registrar of Co-operative societies. But such over-looking of management or concerned officials is termed as illegal act by our High court of Karnataka Ruling in a case of S.Siddaiah vs Registrar of co-operative societies and others reported in 1980 (2) Kar.L.J. 257. Wherein failure of concerned officials to take necessary action against the mis-management of co-operative society is termed as illegal act on the part of officialdom by the neglect of duty.
6. The report of investigation officer is biased one. It has not given us suitable opportunity to explain the incriminating events and materials. It has not seized the incriminating materials from society office, it has not verified whether there is audit compliance as per the co-operative society act and rules.
7. As per Section 63 of Karnataka Co-operative Societies act 1959, audit by the Director of Co-operative audit of any society is compulsorily have to be made once in a year. But Mr Gopalaiah has not made such efforts in his tenure. Such Legal violations will occur if there are any superior protections offered. If management fails even of now, employee's welfare society does not achieve its noble cause.
8. Our allegations in the complaint are made in good faith sub serving the interests of employees and company. My allegations are not false or baseless. My allegations against Mr Gopalaiah are not made with respect to his employment in the company. It is with respect to management of co-operative society. The employment standing orders of the company as quoted in show cause notice is not applicable.

9. Under Section 70 of Karnataka Co-operative Societies Act 1959 any disputes arising out of management or the business of co-operative societies shall have to be referred to Registrar of Co-operative societies, for its decision. No civil court, labour court, revenue court or industrial tribunal shall have the Jurisdiction to entertain the disputes. In view of this legal provision, your show cause notice and allegations are beyond the jurisdictional limits.

10. In regard to reference of my past records, under what circumstances such events happened and under what protests such things ensued are not relevant to answer and explain after 22 years of its occurrence. When I am declared innocent by any malicious criminal proceedings, it is highly deplorable and contemptuous to treat such suspension out of criminal proceedings as past misconduct. These past irrelevant things were maliciously made to get rid of me for not bowing to illegal and immoral wishes of some vested interests.

In view of above explanations kindly drop the further proceedings and refer the mismanagement of co-operative society to the concerned department. Failing which I may be constrained to file complaint directly to the appropriate authorities seeking probe for all lapses.

Thanking You

Yours Sincerely

(Smt. Baby alias Noorjahan)

T.NO.22836

WORKER SUPERVISOR-INSPECTION

HMT Watch Factory – IV  
Tumkur

CC TO

GM

AGM (HR)

*[Handwritten signatures and initials: G.O., H.E.K., P.O. 11/11/08, 7.H.K. Janki, C.S. 11/11/08, C.S. 11/11/08]*  
HMT Watches Ltd.,

CONFIDENTIAL

Watch Factory-IV

WF-IV/Sec/Rep/2007

Date: 6th June 2007

Sub:- Mis-conduct of Smt  
Baby Alias Noorzahan.  
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It is reported by Duty Security Officer on 5th June 2007, that Smt Baby Alias Noorzahan Tk No.22836/Inspection Department working at Tool Room, left her working place and standing in front of Welfare Department at 1100 hours. She was found loudly abusing AGM(HR) using un-parliamentary language. She started telling that AGM(HR) is a bastard and blamed him for ignoring the Lady employees who enjoyed and made merry, he had retained some of employees who were supposed to go on VRS. He is indulging in 420 activities.

AGM(HR) is in the impression that I will keep quite, but I will not keep quite. I will bring mob colony & create violence in front of his house or to that effect.

Later, she returned from the Welfare Department. The above act of Smt Baby Alias Noorzahan is reportedly as a retaliation of Charge-sheet issued to her for her Misconduct.

This is for your kind information.

AGM(HR)  
Cc:GGM - for kind  
information.

*[Signature]*  
(D Krishnamurthy)  
Chief Security Officer

Ref.No.:WF-IV/HRM/C.SHEET/22836/2007

Date : 05.09.07 02.08.2007

Smt.Baby Alias Noorjahan,  
T.No.22836,  
Worker Supervisor,  
Inspection,  
HMT Watch Factory-IV,  
Tumkur-572103.

Thru: Proper Channel

CHARGESHEET

It has been reported that on 5th, June 2007 at 11.00 AM when you were on duty in General Shift, you created nuisance and uncongenial atmosphere in front of Welfare Office in the factory premises by abusing AGM(HR) loudly using unparliamentary words by saying that he has indulged in indescant activities and further threatening AGM(HR) by telling that you will bring mob from the colony and create scene in front of his house. The said act of yours is reported as a retaliation to the Show Cause Notice dated 05.06.2007 issued to you for the act of misconduct. The unparliamentary words said to be used by you is stated hereunder.

KANNADA : ಬೊಲಿಮಾಗ, ಸೋಲಿಮಾಗ್ AGM(HR) ವೆಂಕಟೇಶ್‌ಲು. ಅಂದೆ ಯ್ಲೆ ಹೊಸನೊಂಟೆ ಇಲ್ಲೆ ಯ್ಲೆ ಪುಡಿ ಕೊಂಡು ಹೋದ್ಲೆ. ಲೋಗ್ ಲೋಗ್ ಕ್ರಯ ತೋರು ಕುಳ್ಳೆಲ್ಲು. VRS ಸಂಧಾನ ದಿವೊಂ ಬೇಗ್ಲೆದವೊಂಟೆ ಲೂಸು ಕೊಂಡೊಂ. ಈ ತೆರೊ 420 ಕೆಲಸ ಯೊಡ್ಲೊಂ. ಇವೊಂಟೆ ಆಡು ಕೊಂಡೊಂ. ನಾನು ಯೊ ಬೇಗ್ಲೆದೊಂ ಯೊಡ್ಲೊಂ. ದಿವೊಂ ಯೊಂ ಹೆತ್ತೆ ಹೆಚ್ಚೆ ಇವೊಂಟೆ ಕೊಂಡು ಹೋಗು ನಗ್ಲೆಡ್ ಯೊಡ್ಲೊಂ. ಎಲ್ಲೆ ಯೊಂ ಆಡು ಕೊಂಡೊಂ.

ENGLISH : Bolimaga, Soolemaga AGM(HR) Venkateshalu. In the past, all the lady employees have enjoyed, made merry and gone. Then no action has been taken. When there was VRS Scheme, he has retained his people. Like this, he is doing 420 works. What he knows about me, I can do anything. I will bring colony people and create scene in front of his house.

In the instance narrated above, you are alleged to have committed the following misconduct under the Certified Standing Orders of the Company as mentioned below:

Charge 1 : Absence from place of work without proper permission under Clause 16.17.

Charge 2 : Riotous or disorderly behaviour or any act subversive of discipline during working hours in the Company premises under Clause 16.20.

Charge 3 : Fighting, quarrelling, using abusive language and threatening or intimidating or using any form of violence against any employee of the Company under Clause 16.37.

: 2 :

Under the circumstances, you are hereby called upon to explain in writing as to why further disciplinary action should not be taken against you for the above misconduct as per the provisions of the Certified Standing Orders mentioned above. Your explanation should reach the undersigned within three days from the date of receipt of this letter. In the event of your explanation is not being received in time or the explanation if any, received is found to be not satisfactory, further action as deemed fit in the matter will be taken against you as per the Certified Standing Orders of the Company.

  
( B.C. Nagendra ),  
Manager, Quality Control.

To,  
The Company Secretary  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032  
Karnataka.

Dear Sir,

**Subject : Request to protect me from unwarranted activities of  
H.R. Manager Mr. Venkateshulu**

On 11-4-2007 I along with two other directors of employees co-operative society of HMT watch factory, Tumkur complained to General Manager about Mis Management of co-operative society by the active support of Mr. Venkateshulu HRM, Tumkur.

By having grudge on our complaint, the said complaint was not enquired properly by seizing of accounts books of society. The wrong doer was given free hand to suppress us.

On 05-06-2007 in reference No. WF IV HRM 22836/MC 2007 a show cause notice was issued by concerned authority under the instructions of Mr. Venkateshulu and orally pressurized me along with other two directors to give apology letter. The other two directors bowed to the wishes of Mr. Venkateshulu and had given apology to him.

Since I have not given apology letter to the said HRM he has sent some Rowdy elements twice towards my house and such unknown rowdy elements repeatedly threatened me and my family with dire consequences if I go against the wishes of Venkateshulu. But my house is in such a place there is no neighboring witnesses to file complaint with police.

Mr. Venkateshulu is also harassing me with his men in factory premises snatching away my work atmosphere. I suspect that Mr. Venkateshulu want's to create some fake complaints with his followers in the factory to target me for not bowing to his wishes.

On 22-06-2007 I have replied to the above said show cause notice to Mr. Pandarinath through Mr. Nagendra MQC. The endorsement for receiving the reply is not issued to me. But there is a rumors that my reply was kept out of record in order to implicate me to false charges.

I suspect some foul play to harass me and to implicate me with false new cases by HRM venkateshulu, please protect me from these vicious circle. Please stop Mr. Venkateshulu from using illegal means to target me.

I hope you do understand my humble request.

Thanking you,

Your sincerely

**(Smt. Baby alias Noorjahan)**

T.No. 22836

Worker Supervisor – Inspection

HMT Watch Factory - IV

Tumkur

Enclosures:

1. Our complaint dated 11-4-2007 against Mr. Gopalaiah, President of Employees co-operative society, HMT, Tumkur.
2. Show cause notice dated 05-06-2007 reference no. WF IV HRM 22836/MC /2007
3. My reply dated 22-6-2007

To,  
Chief Administrator,  
Chief Administrative Department,  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032  
Karnataka.

To,  
The Chief Human Resource Manager  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032  
Karnataka.

To,  
The Company Secretary  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032  
Karnataka.

To,  
The Vigilance & Security Officer  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032

Karnataka.

To,  
Senior Officer  
CMD Secretariat,  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032  
Karnataka.

To,  
Chairman & Managing Director  
HMT Ltd.,  
59, Bellary Road,  
Bangalore – 560 032  
Karnataka.

**Notice Board**

 Smt. Baby Alias Noorjahan, T.No.22836 has refused to accept and acknowledge this letter issued to her. Hence, the same is displayed on Company's Notice Board as per the Standing Orders of the Company.

Watch Factory-IV, Tumkur

Ref.No.: WF-IV/HRM/22836/MC/2007 Date: 19.11.2007

*[Signature]*  
AGM(HR).

Smt. Baby Alias Noorjahan,  
T.No.22836,  
Worker Supervisor,  
Inspection,  
HMT Watch Factory-IV,  
Tumkur - 572103.

Thru : Proper Channel

In continuation of Chargesheet dated 05.09.2007 issued to you, wherein it is stated that the reported incident occurred in front of Welfare Office was on 5th June 2007. Whereas, it is ascertained that the incident was happened on 6th June 2007.

In view of the above, you are hereby informed to read / correct the date of incident as 6th June 2007 instead of 5th June 2007 mentioned vide Chargesheet dated 05.09.2007.

Also, in continuation to your Chargesheet dated 05.09.2007, we write to inform you that your past records reveals the following:

- 1) You were advised orally on 06.12.1985 for refusing / reluctant to undergo search and your disorderly behaviour against Security Staff & Management.
- 2) You were advised in writing on 29.07.1987 for using abusive language against Management & Security Staff and refusal to open closed purse / bag for security check on several occasions during November 1986.
- 3) Also, you were kept under suspension from 25.04.1989 to 18.09.1995 for the criminal proceedings instituted by the police authorities.
- 4) A Show Cause Notice dated 05.06.2007 has been issued to you for alleged misconduct of making false allegations against superiors and the enquiry is under progress.

*[Signature]*  
( B.C.Nagendra )  
Manager, Quality Control

TO  
THE MANAGING DIRECTOR  
HMT LTD

Dear Sir,

**Subject:- Complaint against Mr Venkateshulu (AGM HR) in victimizing me repeatedly and wasting company resources, by mis-utilising his official position.**

In reference to above subject from 2007, I was repeatedly victimized by Mr Venkateshulu (AGM HR) for raising some opposition in mis-management of workers welfare society. The harassment was made by having gender bias and misuse of official powers and also by illegal threats in the name of standing orders.

Several reports of investigation officer's was biasedly framed and creating many forged events with threats to his sub-ordinates he has victimized me in one way or other. Many enquiries have not given us suitable opportunity to explain the incriminating events and materials. For example in society miss-appropriation enquiry It has not seized the incriminating materials from society office, it has not verified whether there is audit compliance as per the co-operative society act and rules. This is made to shield one Gopalaiah who is very close to Mr Venkateshulu (AGM HR).

I was issued with show cause notice on 11-06-07 and not on 05-06-07 as alleged in one of their concocted and framed charge sheet of 05-09-07. This is a prima facie proof of falsity in their allegations. The manager of Quality Control have counter signed in the show cause notice of 5<sup>th</sup> June 2007 by indicating date of 11<sup>th</sup> June 2007 on which it was served. I have placed my signature and date in the notice served on 11-06-07. This is a prima facie proof of the fact that I have no knowledge of show cause notice on 05-06-07. This is a prima facie proof of falsity in their allegations, and imputations. On the alleged date of 5<sup>th</sup> June 2007 at 11-00 AM, I was working in my work place and not visited welfare office on the said date and time. The records in the work premises ( unless remained tampered by AGM(HR) ) themselves speak as to falsity of charges made against me. The charge sheet itself self explanatory as to unfairness, victimization, cruelty, and gender bias meted to me at the instance of AGM(HR).

I was repeatedly harassed and made me helpless victim by repeatedly demanding me to surrender for the illegal wishes of Mr Venkateshulu (AGM HR). I was so disgusted with the developments, many baseless charge sheets were made and enquiries were held and stopped in the middle, with no reasons. Many middle men pressurized me to bow to the wishes of Mr Venkateshulu (AGM HR). I was victimized to such an extent that iam having thoughts to end my life in dignified manner rather than being victimized under such immoral and illegal hands.

***I have already complained to all the heads of the organizations, but no one cared about my grievances. Day by day iam getting victimized and there is criminal intimidation and several times undue harassment with threats to dismiss from service with false charges.***

***I am begging one more time to give me either peaceful environment to work or let me have a permission to have my mercy death.***

Thanking You

Yours Sincerely

DATE: 14-02-2010

PLACE: TUMKUR

(Smt. Baby alias Noorjahan)  
T.NO.22836  
WORKER SUPERVISOR-INSPECTION  
HMT Watch Factory – IV  
Tumkur

TO

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Dear Sir,

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*I have already complained to all the heads of the organizations, but no one cared about my grievances. Day by day iam getting victimized and there is criminal intimidation and several times undue harassment with threats to dismiss from service with false charges.*

***I am begging one more time to give me either peaceful environment to work or let me have a permission to have my mercy death.***

Thanking You

Yours Sincerely

DATE: 14-02-2010

PLACE: TUMKUR

(Smt. Baby alias Noorjahan)  
T.NO.22836  
WORKER SUPERVISOR-INSPECTION  
HMT Watch Factory – IV  
Tumkur

|                                                                                                                                        |                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| To,<br>Chief Administrator,<br>Chief Administrative Department,<br>HMT Ltd.,<br>59, Bellary Road,<br>Bangalore – 560 032<br>Karnataka. | To,<br>The Company Secretary<br>HMT Ltd.,<br>59, Bellary Road,<br>Bangalore – 560 032<br>Karnataka. |
| To,<br>The Chief Human Resource Manager<br>HMT Ltd.,<br>59, Bellary Road,<br>Bangalore – 560 032<br>Karnataka.                         | To,<br>The Company Secretary<br>HMT Ltd.,<br>59, Bellary Road,<br>Bangalore – 560 032<br>Karnataka. |
| To,<br>The Vigilance & Security Officer<br>HMT Ltd.,<br>59, Bellary Road,                                                              | To,<br>Senior Officer<br>CMD Secretariat,<br>HMT Ltd.,                                              |

|                                                                                                            |                                                        |
|------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| Bangalore – 560 032<br>Karnataka.                                                                          | 59, Bellary Road,<br>Bangalore – 560 032<br>Karnataka. |
| To,<br>Chairman & Managing Director<br>HMT Ltd.,<br>59, Bellary Road,<br>Bangalore – 560 032<br>Karnataka. |                                                        |

END

MATTER HAS NOT ENDED THE PLIGHT OF  
WOMEN FOR JUSTICE IS CONTINUING

This information is published in good faith to solve a problem faced by women. The documents in this publication reached me for opinion. I have taken consent of persons that in the public interest this will be utilized by me to make culprits booked under law.

Readers are advised to use this document to solve the problem of women worker in the interest of humanity.

Thanking you

Sridhara babu N

<http://sridharababu.blogspot.com>