

## ANNEXURE C

### PART1 Employees of Corporate Debtor, the summary of the claims received

are presented below:

<b>Sr. No.</b>	<b>Bifurcation of Claims from Employees</b>	<b>Number of Claims</b>	<b>Claims Received</b>	<b>Claims Admitted</b>
I	Amount of Claims pertaining to period before 20 <sup>th</sup> February,2020	195	3,78,81,095	2,19,23,272
II	Amount of Claims pertaining to period from 20 <sup>th</sup> February,2020 to 19 <sup>th</sup> February,2021(one year period)	49	86,41,074	52,66,613
III	Claims of Employees above Rs 10 Lakhs	11	4,84,10,653	48,67,528
<b>Total</b>		<b>255</b>	<b>9,49,32,821</b>	<b>3,20,57,413</b>

**I. Claims pertaining before 20th February,2020**

Sr No.	Claim No.	Name of Employee	Claim Amount	Claim Appro	Reasons for Addition	Reasons for Rejection
1	72	Abdul Kader Abdul Latif Khan	56,941	56,941	Not Applicable	Not Applicable
2	190/258	Ahemad Rashid Kapadia	2,24,090	1,60,000	Not Applicable	1. EPF amount of Rs.53,590/- and Bonus of Rs.10,500/- is not approved because supporting documents not provided.
3	234	Ajay Singh	4,00,146	1,12,225	Not Applicable	1. TDS amount of Rs.182000/- is not approved because supporting documents not provided. 2. Interest charge of Rs.105921/- is not applicable on pending dues.
4	75	Ajay Vithal Kapadne	5,12,510	4,05,392	Not Applicable	1. EPF amount of Rs.106764/- and Gratuity of Rs.41798/- is not approved because supporting documents not provided. 2. Interest charge of Rs.88948/- is not applicable on pending dues.
5	77	Ajit Chandrika Singh	1,42,812	1,42,812	Not Applicable	Not Applicable
6	91	AmarChandra Maurya	61,678	61,678	Not Applicable	Not Applicable
7	195	Amit Chhawal	9,49,318	5,27,202	Not Applicable	Salary claim amount of Rs.715235/- is wrong correct amount as per record is Rs.527202/- and Interest charge of Rs.234083/- is not applicable on pending dues.
8	131	Amrita Vinod Singh	51,001	51,001	Not Applicable	Not Applicable
9	283	Anand Narayan Singh	1,80,041	1,80,041	Not Applicable	Not Applicable
10	109	Anil Ganpat Pawar	50,428	50,428	Not Applicable	Not Applicable
11	249	Ankur Gupta	3,78,943	60,894	Not Applicable	1. Salary dues amount of Rs.60,894/- is approved as per records and EPF amount of Rs.3,18,049/- is not approved because supporting documents not provided.
12	78	Ankush Gopal Dhas	5,48,492	1,43,000	Not Applicable	1. EPF amount of Rs.161814/-, Gratuity of Rs.78485/- & Other Incentives of Rs.70000/- is not approved because supporting documents not provided. 2. Interest charge of Rs.95193/- is not applicable on pending dues.
13	156 /241	Arjun Kumar	98,657	47,016	Not Applicable	1. Salaries amount of Rs.47,016/- is approved as per records and EPF of Rs.30,496/- & Gratuity of Rs.6,096/- is not approved because supporting documents not provided. 2. Interest charge of Rs.15,049/- is not applicable on pending dues.
14	81	Ashish Singh	7,07,630	7,07,630	Not Applicable	Not Applicable
15	140	Ashok Kumar	35,073	35,073	Not Applicable	Not Applicable

16	282	Ashok Kumar Gupta	2,81,276	1,23,907	Not Applicable	1. Salaries amount of Rs.1,23,907/- is approved as per records and balance amount of Rs.1,57,369/- is not approved because supporting documents not provided.
17	251	Ashok kumar Mishra	47,450	47,450	Not Applicable	Not Applicable
18	26	Ashok Waman Bobade	62,738	62,738	Not Applicable	Not Applicable
19	207	Ashwani Singh	1,03,915	1,03,915	Not Applicable	Not Applicable
20	288	Ashwini Kumar Jha	6,22,224	2,19,603	Not Applicable	1. Salaries amount of Rs.2,19,603/- is approved as per records and balance amount of Rs.4,02,621/- is not approved because supporting documents not provided.
21	304	Asmita Gajanan Patil	47,266	47,266	Not Applicable	Not Applicable
22	160	Atanu ghosh	64,439	64,439	Not Applicable	Not Applicable
23	200	Avdresh Kumar Mukund lal Yadav	1,21,251	1,21,251	Not Applicable	Not Applicable
24	269	avinash chavan	96,228	96,228	Not Applicable	Not Applicable
25	101	Avtar Dilip Singh Pannu	5,45,342	2,39,102	Not Applicable	1. EPF amount of Rs.133109/- and Gratuity of Rs.78485/- is not approved because supporting documents not provided. 2. Interest charge of Rs.94646/- is not applicable on pending dues.
26	145	Awadhesh Kumar RamSagar Bind	42,264	42,264	Not Applicable	Not Applicable
27	285	Bhailal Chhotak Rajbhar	1,24,730	1,24,730	Not Applicable	Not Applicable
28	123	Bodar sekh	1,11,075	1,11,075	Not Applicable	Not Applicable
29	213	Chandra Shekhar Harinarayan Dubey	65,744	65,744	Not Applicable	Not Applicable
30	270	chandrama yadav	2,95,125	86,428	Not Applicable	1. PF claim amount of Rs.2,08,697/- is not approved because PF passbook with amount details not submitted.

31	263	Chetan Dinkar Waghmare	76,264	76,264	Not Applicable	Not Applicable
32	292	Daulat Sathe	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
33	116	Deepak Sitaram Mohite	2,53,058	1,50,417	Not Applicable	1. EPF claim amount of Rs.98600/- is wrong correct amount as per record is Rs.83932/- 2. Interest charge of Rs.15000/- is not applicable on pending dues 3. Bonus, Leave Encashment, Gratuity claim amount is wrong 4. Other Incentives of Rs.21636/- approved supporting document is not provided.
34	155	Deepak Tripathi	95,000	95,000	Not Applicable	Not Applicable
35	27	Dilip Fulchand Purbhi	40,661	40,661	Not Applicable	Not Applicable
36	209	Dilip Nagu Telge	1,07,616	1,07,616	Not Applicable	Not Applicable
37	239	Dinesh Periyasamy	81,220	51,220	Not Applicable	Pending dues amount of Rs.51,220/- is approved as per records and EPF amount of Rs.30,000/- is not approved because supporting documents not provided
38	51	Dipak C. Valmiki	2,06,643	1,39,201	Not Applicable	1. EPF claim amount of Rs.160000/- is wrong correct amount as per record is Rs.109769/- 2. Gratuity claim amount of Rs.46643/- is wrong correct amount as per record is Rs.29432/-
39	307	Duryodhan Gautam	1,20,213	1,20,213	Not Applicable	Not Applicable
40	28	Dwijendrakumar Pandey	47,366	47,366	Not Applicable	Not Applicable
41	303	Gangadhar Sahoo	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
42	115	Ganpat Shankar Dhamdhere	70,176	70,176	Not Applicable	Not Applicable
43	295	Garima Singh	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.1. Required Form D 2. Calculation sheet required with supporting documents.
44	189	Geeta Pushaadkar	3,29,564	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
45	144	Ghanshyam Kanojiya	65,447	33,225	Not Applicable	1. Pending dues amount of Rs.33,225/- is approved as per records and balance amount of Rs.32,222/- is not approved because supporting documents not provided.

46	55	Govind Hari Padhy	3,49,974	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
47	208	Gurunath Patil	2,28,697	1,16,755	Not Applicable	1. Salaries claim amount of Rs.100056/- is wrong correct amount as per record is Rs.7000/- 2. EPF claim amount of Rs.72750/- is wrong correct amount as per record is Rs.50988/- 3. Bonus claim amount of Rs.9043/- is wrong correct amount as per record is Rs.3492/- 4. Leave Encashment claim amount of Rs.5565/- is wrong correct amount as per record is Rs.13991/-.
48	42	Gurvinder Singh Saggu	5,49,445	2,40,706	Not Applicable	1. EPF amount of Rs.134896/-, Gratuity of Rs.78485/- & Other Incentives of Rs.95358/- is not approved because supporting documents not provided.
49	177	Harshida Shailendra Prajapati	2,01,893	2,01,893	Not Applicable	Not Applicable
50	308	Hridayshankar Ramsutar Dubey	2,24,662	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
51	294	Jaysingh yadav	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
52	296	Jitu Kokati	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
53	128	Junaid Janimiya Sayed	4,86,207	2,70,000	Not Applicable	1. EPF amount of Rs.149977/-, Bonus of Rs.10500/- and Gratuity of Rs.55730/- is not approved because supporting documents not provided.
54	59	Kallappa Appaji Patil	51,379	51,379	Not Applicable	Not Applicable
55	53	Kanhaiya Shivchand Jha	69,236	69,236	Not Applicable	Not Applicable
56	284	Kapildevsingh K Rao	4,47,200	4,47,200	Not Applicable	Not Applicable
57	264	Karthik N	58,101	58,101	Not Applicable	Not Applicable
58	158	Kaushik Marik	86,123	82,410	Not Applicable	1. Leave Encashment claim amount of Rs.16091/- is wrong correct amount as per record is Rs.15472/- 2. Gratuity claim amount of Rs.46415/- is wrong correct amount as per record is Rs.43321/-
59	265	Kiran Lalwani	3,68,330	3,68,330	Not Applicable	Not Applicable
60	273	Kirankumar Kashiram Chauhan	6,87,272	5,52,672	Not Applicable	1. Gratuity claim amount of Rs.71000/- and TDS amount of Rs.63600/- is not approved because supporting documents are not provided.

60	273	Kirankumar Kashiram Chauhan	6,87,272	5,52,672	Not Applicable	1. Gratuity claim amount of Rs.71000/- and TDS amount of Rs.63600/- is not approved because supporting documents are not provided.
61	58	Krishna Damodar Chavan	1,44,816	1,03,970	Not Applicable	1. EPF claim amount of Rs.53000/- is wrong correct amount as per record is Rs.55424/- 2. Gratuity claim amount of Rs.58000/- is wrong correct amount as per record is 3. Leave Encashment claim amount of Rs.6500/- is wrong correct amount as per record is Rs.5788/- and Bonus of Rs.5040/- is added. 4. Interest charge of Rs.9000/- is not applicable on pending dues. Rs.19402/-
62	172	Krishna Kant Mishra	1,44,750	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
63	248	Krishna Kumar Srivastava	2,90,000	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
64	159	Lakhan Sheet	58,905	58,905	Not Applicable	Not Applicable
65	261	MAHESH DURGAM	1,17,503	1,17,503	Not Applicable	Not Applicable
66	67	Mahinder sharma	4,10,205	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
67	31	Manoj Rambabu Singh	48,124	48,124	Not Applicable	Not Applicable
68	214	Mohan Sitaram Bhalekar	1,15,386	1,15,386	Not Applicable	Not Applicable
69	217	Mukhtar Shaikh	9,22,709	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
70	287	Nandlal Pathak	3,62,039	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
71	293	Naveen Yadav	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
72	233	Nikhilananada sahuo	79,476	28,654	Not Applicable	1. Salaries amount of Rs.28,654/- is approved as per records and balance amount of Rs.50,822/- is not approved because supporting documents not provided.
73	92	Nilanjana Adhikari	5,40,506	3,69,304	Not Applicable	1. Salaries claim amount of Rs.500506/- is wrong correct amount as per record is Rs.339504/-2. TDS amount of Rs.40000/- is wrong correct amount as per record is Rs.29800/-

74	143	Nilesh Lakha Rathod	3,62,096	3,62,096	Not Applicable	Not Applicable
75	24	Nilesh Sudam Chougule	93,213	93,213	Not Applicable	Not Applicable
76	306	Nirakar Mohanty	1,04,118	1,04,118	Not Applicable	Not Applicable
77	113	Niranjan Pillai	42,426	42,426	Not Applicable	Not Applicable
78	230	Niranjan Singh	2,19,604	2,19,604	Not Applicable	Not Applicable
79	186/257	Noorjahan Shaikh	2,18,179	58,800	Not Applicable	1. Gratuity claim amount of Rs.37,154/- is wrong correct amount as per record is Rs.32,510/-2. Salaries amount of Rs.26,290/- is approved as per records and EPF of Rs.1,44,235/- & Bonus of Rs.10,500/- is not approved because supporting documents not provided.
80	231	Pawan Kumar Pathak	3,97,710	3,97,710	Not Applicable	Not Applicable
81	298	Prabhat Roy	1,78,188	1,39,720	Not Applicable	1. Pending dues amount of Rs.1,39,720/- is approved as per records and Other Incentives amount of Rs.38,468/- is not approved because supporting documents not provided.
82	52	Pradeep Lavoo Bhalekar	99,070	99,070	Not Applicable	Not Applicable
83	299	Pramod Manjarekar	2,55,779	18,000	Not Applicable	1. Salary amount of Rs.18,000/- is approved as per records and balance amount of Rs.2,37,779/- is not approved because supporting documents not provided.
84	218	Pranab Ghosh	6,57,173	6,57,173	Not Applicable	Not Applicable
85	219	Prasad Kerkar	1,65,795	1,34,070	Not Applicable	1. Salaries claim amount of Rs.50342/- is wrong correct amount as per record is Rs.53237/-2. EPF claim amount of Rs.56550/- is wrong correct amount as per record is Rs.51256/-3. Gratuity claim amount of Rs.28746/- is wrong correct amount as per record is Rs.26476/-4. Bonus claim amount of Rs.4867/- is wrong correct amount as per record is Rs.3101/-5. Interest charge of Rs.25290/- is not applicable on pending dues.
86	235	Prasanna Ganapati Nayak	7,20,868	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
87	154	Prashant Kumar	61,662	61,662	Not Applicable	Not Applicable
88	108	Praskash Jagannath Pawar	31,331	31,331	Not Applicable	Not Applicable
89	277	Pratibha Deolkar	14,396	14,396	Not Applicable	Not Applicable
90	240	PRIYA SINGH	55,204	55,204	Not Applicable	Not Applicable

91	266	Puspadevi Ramdarsh Kahar	1,80,515	59,220	Not Applicable	1. Salaries amount of Rs.59,220/- is approved as per records and EPF of Rs.87,574/-,Gratuity of Rs.23,221/- & Bonus of Rs.10500/- is not approved because supporting documents not provided.
92	64	Raghuwendra Kumar	1,14,278	1,14,278	Not Applicable	Not Applicable
93	82	Rahul Kailash Singh	1,80,000	45,000	Not Applicable	1. Salaries amount of Rs.45,000/- is approved as per records and EPF of Rs.95,000/- & Gratuity of Rs.40,000/- is not approved because supporting documents not provided.
94	220	Rajan K P	5,24,436	5,24,436	Not Applicable	Not Applicable
95	71	Rajesh kedia	4,18,605	2,09,303	Not Applicable	The Claim amount is not substantiated as per the records available with the company he could provide some Information but could not support with the documents he has agreed to settle with 50% of the claim amount.
96	185/256	Rajesh Singh	1,92,302	1,16,522	Not Applicable	1. Salaries amount of Rs.1,16,522/- is approved as per records and EPF of Rs.65,280/- & Bonus of Rs.10500/- is not approved because supporting documents not provided.
97	93	Rajkamal Indrajeet Saroj	64,704	64,704	Not Applicable	Not Applicable
98	187/255	Raju londhe	91,702	29,892	Not Applicable	1. EPF amount of Rs.53,760/- & Other Incentives of Rs.8,050/- is not approved because supporting documents not provided.
99	87	Rakesh Kumar Dhuriya	97,714	97,714	Not Applicable	Not Applicable
100	228	Rakesh Sanya Tumbde	1,65,086	1,47,080	Not Applicable	1. Salaries claim amount of Rs.34053/- is wrong correct amount as per record is Rs.39635/- 2. EPF claim amount of Rs.82824/- is wrong correct amount as per record is Rs.84378/-3. Bonus claim amount of Rs.3005/- is wrong correct amount as per record is Rs.3046/-4. Interest charge of Rs.25183/- is not applicable on pending dues.
101	95	Ramesh Kumar Jaiswal	3,76,038	1,32,578	1. Leave Encashment claim an	3. PF claim amount of Rs.2,52,852/- is not approved because PF passbook with amount details not submitted.
102	210	Rammeresh Shambhod Dayal Verma	95,872	95,872	Not Applicable	Not Applicable
103	171	Raushan Kumar	1,32,923	1,32,923	Not Applicable	Not Applicable
104	183/259	Ravindra Salve	2,00,990	2,00,990	Not Applicable	Not Applicable
105	302	Ravindra Shreenath Yadav	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.

106	305	Reet Rajesh Mejari	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
107	247	REVANSIDDA UMARANI	2,27,187	1,56,495	Not Applicable	1. EPF amount of Rs.70,692/- is not approved because supporting documents not provided.
108	246	Richa ranjan	4,87,649	3,50,222	Not Applicable	Interest charge of Rs.137427/- is not applicable on pending dues
109	221	Rohit Muslonkar	3,68,793	3,49,426	Not Applicable	1. Salaries claim amount of Rs.368793/- is wrong correct amount as per record is Rs.349426/-.
110	267	rupali thorat	1,26,347	1,26,347	Not Applicable	Not Applicable
111	297	Rushikesh Kamble	47,870	47,870	Not Applicable	Not Applicable
112	226	Sachin Ananda Mane	1,15,797	98,133	Not Applicable	1. Interest charge of Rs.17664/- is not applicable on pending dues.
113	276	sachin bombale	80,262	77,447	Not Applicable	Not Applicable
114	132	Sachin Sarojerao Shelke	1,16,397	1,16,397	Not Applicable	Not Applicable
115	146	Sagar Vilas Kale	36,705	36,705	Not Applicable	Not Applicable
116	74	Sakina Jabbar Shaikh	5,10,447	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
117	223	Sandeep Patil	1,95,253	1,68,575	Not Applicable	1. Interest charge of Rs.29784/- is not applicable on pending dues. 2. EPF claim amount of Rs.80864/- is wrong correct amount as per record is Rs.83970/-
118	107	Sanjay Madhukar Kadam	56,341	56,341	Not Applicable	Not Applicable
119	215	Sanjay Mithal Lal Maurya	2,64,969	2,64,969	Not Applicable	Not Applicable
120	68	Sanjeet Kumar	1,20,800	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
121	98	Sanjeev Kumar Shrivastava	90,000	32,016	Not Applicable	1. Pending dues amount of Rs.32,016/- is approved as per records and balance amount of Rs.57,984/- is not approved because supporting documents not provided.

122	66	Santosh Kumar	3,20,530	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
123	153	Santosh Prabhakar Gawali	2,22,209	1,42,755	Not Applicable	1. Salaries amount of Rs.1,42,755/- is approved as per records and Balance of Rs.79,454/- is not approved because supporting documents not provided.
124	232	Santosh Ramchandra Parab	59,330	58,000	Not Applicable	1. Pending dues amount of Rs.58,000/- is approved as per records and balance amount of Rs.1,330/- is not approved because supporting documents not provided.
125	89	Santosh Uttam Khandekar	82,304	82,304	Not Applicable	Not Applicable
126	252	Satya Prakash Pandey	1,75,000	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
127	61	Satyawan Vishnu Kandalgaonkar	76,805	76,805	Not Applicable	Not Applicable
128	168	Saugata Kar	1,15,012	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
129	224	Shailaja Shelar	74,518	66,169	Not Applicable	1. Salaries claim amount of Rs.215246/- is wrong correct amount as per record is Rs.157261/-.
130	100	Shailendra Singh Patel	1,56,720	1,56,720	Not Applicable	Not Applicable
131	281	Sharad Sampat Pawar	3,25,540	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
132	243	Sharad Saurabh	5,34,132	3,94,894	Not Applicable	1. Pending dues amount of Rs.3,94,894/- is approved as per records and Other Incentives amount of Rs.1,39,238/- is not approved because supporting documents not provided.
133	278	Sharmila Rane	10,633	10,633	Not Applicable	Not Applicable
134	286	Shashi Bhushan Singh	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
135	36	Shivaji Baburao Holkar	95,282	95,282	Not Applicable	Not Applicable
136	114	Shivaji Baburao Suryawanshi	41,801	41,801	Not Applicable	Not Applicable
137	30	Shivbali Ramadhar Pandey	1,59,449	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.

138	191	Shrikant Machhindranath Dharankar	6,47,866	1,39,030	Not Applicable	<p>1. Salaries claim amount of Rs.236865/- is wrong correct amount as per record is Rs.120634/-</p> <p>2. EPF claim amount of Rs.212640/- is not approved because supporting documents not provided.</p> <p>3. Bonus claim amount of Rs.7377/- is wrong correct amount as per record is Rs.6545/-</p> <p>4. Leave Encashment claim amount of Rs.3542/- is wrong correct amount as per record is Rs.11851/-</p> <p>5. Other Incentives of Rs.172381/- is not approved because supporting documents not provided.</p> <p>6. Interest charge of Rs.15061/- is not applicable on pending dues.</p>
139	99	Shubham Kumar Dubey	1,35,000	1,35,000	Not Applicable	Not Applicable
140	289	shyam k yadav	-	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
141	104	Sitanshu Bhowmik	1,04,990	1,04,990	Not Applicable	Not Applicable
142	167	Sonali Subhash Surse	74,849	74,849	Not Applicable	Not Applicable
143	102	Soumendra Nath Dey	3,10,386	2,52,401	Not Applicable	1. Salaries claim amount of Rs.215246/- is wrong correct amount as per record is Rs.157261/-.
144	120	Subhanjali Tiwari	70,836	70,836	Not Applicable	Not Applicable
145	121	Subhankar Dey	2,50,112	2,20,451	Not Applicable	<p>1. Salaries claim amount of Rs.113339/- is wrong correct amount as per record is Rs.88496/-</p> <p>2. EPF claim amount of Rs.24913/- is wrong correct amount as per record is Rs.28746/-</p> <p>3. Gratuity claim amount of Rs.106466/- is wrong correct amount as per record is Rs.99370/-</p> <p>4. Other Incentives of Rs.1555/- approved supporting document is not provided.</p>
146	86	Sudarshan Kumar	29,200	29,200	Not Applicable	Not Applicable
147	54	Sudesh Yamunaprasad Rai	50,709	50,709	Not Applicable	Not Applicable
148	254	Sudhir Gurav	4,28,434	4,28,434	Not Applicable	Not Applicable
149	290	sujoy kalije	64,920	64,920	Not Applicable	Not Applicable
150	147	Sujit Ashok Sawant	30,892	30,892	Not Applicable	Not Applicable
151	225	Sunil Sabharwal	2,29,000	2,29,000	Not Applicable	Not Applicable

152	62	Sunil Shankar Kosambe	2,35,170	2,42,865	1. EPF, Bonus, Leave Encashm	Not Applicable
153	236	Sunita devi	60,000	42,612	Not Applicable	1. Pending dues amount of Rs.42,612/- is approved as per records and balance amount of Rs.17,388/- is not approved because supporting documents not provided.
154	237	SURBHI RAI	62,236	62,236	Not Applicable	Not Applicable
155	244	Suresh Chindhaya Guhe	1,92,482	1,92,482	Not Applicable	Not Applicable
156	227	Swati Nagesh Potdar	50,907	41,740	Not Applicable	1. Pending dues amount of Rs.41,740/- is approved as per records and balance amount of Rs.9,167/- is not approved because supporting documents not provided.
157	260	Tanaji Salunkhe	2,20,000	74,580	Not Applicable	1. Salaries amount of Rs.74,580/- is approved as per records and Balance of Rs.1,45,420/- is not approved because supporting documents not provided.
158	301	Trinath Mahapatra	65,000	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.1. Require details for calculation and supporting documents.
159	142	Upendra Bodhan Shrivastav	87,087	87,087	Not Applicable	Not Applicable
160	50	Varun B. Yadav	1,99,500	1,56,612	Not Applicable	1. Salaries claim amount of Rs.42500/- is wrong correct amount as per record is Rs.39154/-2. EPF claim amount of Rs.135000/- is wrong correct amount as per record is Rs.87439/-3. Gratuity claim amount of Rs.22000/- is wrong correct amount as per record is Rs.25228/-4. Bonus of Rs.4366/-, Leave Encashment Rs.425/- added.
161	29	Vasant Sampat Wagh	50,709	50,709	Not Applicable	Not Applicable
162	63	Vijay Kumar Rai	2,47,931	2,05,288	Not Applicable	1. Interest charge of Rs.42643/- is not applicable on pending dues.
163	242	Vinay Kaushal	1,02,624	1,02,624	Not Applicable	Not Applicable
164	129	Yesu Akumurthi	4,64,920	2,10,000	Not Applicable	1. EPF amount of Rs.1,88,690/-, Bonus of Rs.10,500/- and Gratuity of Rs.55730/- is not approved because supporting documents not provided.
165	310	Shyamkumar Ramakant Singh	93,910	93,910	Not Applicable	Not Applicable
166	311	Jaiprakash Nishad	2,19,638	2,19,638	Not Applicable	Not Applicable
167	312	Avinash Atmaram Bole	1,16,638	1,16,638	Not Applicable	Not Applicable
168	314	Satyendra Tiwari	87,436	87,436	Not Applicable	Not Applicable
169	315	Sudhakar Mishra	1,42,559	1,42,559	Not Applicable	Not Applicable

170	316	Ravikant kashinath Yadav	99,262	99,262	Not Applicable	Not Applicable
171	318	Purnendu Das	35,013	35,013	Not Applicable	Not Applicable
172	319	Tapas Ghosh	92,929	92,929	Not Applicable	Not Applicable
173	320	Goutam Koner	93,566	93,566	Not Applicable	Not Applicable
174	321	Subhendu Bandyopadhyay	99,574	99,574	Not Applicable	Not Applicable
175	322	Krishna Ch. Nurki	88,492	88,492	Not Applicable	Not Applicable
176	323	Md. Abdulla	1,23,521	1,23,521	Not Applicable	Not Applicable
177	324	Surajit Gupta	80,601	80,601	Not Applicable	Not Applicable
178	325	Pratip Bag	43,338	43,338	Not Applicable	Not Applicable
179	326	Dibyendu Mondal	33,280	33,280	Not Applicable	Not Applicable
180	327	Yakub Rashid Shaikh	80,028	80,028	Not Applicable	Not Applicable
181	328	Sitaram Sharma	10,00,000	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.1. Require details for calculation and supporting documents.
182	329	Arabinda Das	43,338	43,338	Not Applicable	Not Applicable
183	330	Arnab Basak	43,338	43,338	Not Applicable	Not Applicable
184	331	Sailendra Sardar	43,338	43,338	Not Applicable	Not Applicable
185	332	Pranabesh Nandi	43,338	43,338	Not Applicable	Not Applicable
186	333	Rajesh Tiwari	43,338	43,338	Not Applicable	Not Applicable
187	334	Dinanath Tiwari	10,30,137	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.1. Require details for calculation and supporting documents.
188	335	Kailash swaminath kandu	1,18,079	1,18,079	Not Applicable	Not Applicable
189	336	Raghuvir Singh	3,73,688	1,88,496	Not Applicable	Only salary amt approved and balance amount not approved
190	337	Prakash Chindarkar	2,32,500	2,32,500	Not Applicable	Not Applicable
191	338	Pradip Kumar Chowdhury	90,506	90,506	Not Applicable	Not Applicable
192	339	Dipankar Ghosh	1,03,598	1,03,598	Not Applicable	Not Applicable
193	340	Gopal Bhattacharya	88,500	88,500	Not Applicable	Not Applicable
194	341	Rajab Ali Mondal.	60,800	60,800	Not Applicable	Not Applicable
195	342	LAL AYODHAYA JHA	12,00,000	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.1. Require details for calculation and supporting documents.
Total			3,78,81,095	2,19,23,272		

## **II. Claims pertaining from 20th February,2020 to 19<sup>th</sup> February,2021**

Sr No.	Claim No	Name of Employee	Claim Amount	Claim Approved (in Rs.)	Reason for addition	Reasons for Rejection
1	117	Abdul Qasim Abdul Razzak Shaikh	64,220	64,220	Not Applicable	Not Applicable
2	18	Ajay Kumar Mishra	3,09,481	3,09,481	Not Applicable	Not Applicable
3	39	Amit Anil Satam	2,87,718	3,02,289	EPF claim amount of Rs.14571/- added.	Not Applicable
4	211	Anil Kumar Yadav	74,563	74,563	Not Applicable	Not Applicable
5	181	Ankaj Kumar	74,449	74,449	Not Applicable	Not Applicable
6	198	Chandrabhan Tribhuvan Chauhan	1,08,925	68,065	Not Applicable	1. Leave Encashment claim amount of Rs.19335/- is wrong correct amount as per record is Rs.12721/- 2. Gratuity claim amount of Rs.79679/- is wrong correct amount as per record is Rs.45433/-
7	85	Chandrakant Ghandigoankar	55,846	55,846	Not Applicable	Not Applicable
8	182	Dipak Kisan Dige	65,667	65,667	Not Applicable	Not Applicable
9	126	Ganesh Vitthal Hankare	1,28,836	1,24,766	Not Applicable	1. Salaries claim amount of Rs.64,928/- is wrong correct amount as per record is Rs.60,858/-
10	139	Gautam Manjunath Naik	45,202	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim. Require PPF passbook
11	173	Gulabchand Jagdambaprasad Dubey	3,88,410	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
12	203	Harnarayan Dayanand Singh	87,124	52,903	Not Applicable	1. Leave Encashment claim amount of Rs.17970/- is wrong correct amount as per record is Rs.11146/- 2. Gratuity claim amount of Rs.59243/- is wrong correct amount as per record is Rs.31846/-
13	178	ijji Pandurang Mestry	70,362	71,263	1. Leave Encashment amount of Rs.5390/- is wrong correct amount as per record is Rs.6291/-	Not Applicable
14	216	Karuna Chintamani Sawal	91,484	77,907	Not Applicable	Interest charge of Rs.13955/- is not applicable on pending dues.
15	272	KIRAN L KALKHAMBKAR	79,679	69,728	Not Applicable	Salary claim amount of Rs.79679/- calculation is wrong, correct amount is Rs.69728/-
16	274	Kuldeep Singh	5,38,924	5,38,924	Not Applicable	Not Applicable
17	47	Laxmi Lata	56,226	56,226	Not Applicable	Not Applicable
18	204	Mahendra Kumar Ramniwas Mishra	61,598	61,598	Not Applicable	Not Applicable
19	84	Manish Kailash Singh	1,97,500	1,17,500	Not Applicable	1. EPF of Rs.30000/- and Gratuity of Rs.50000/- is not approved because supporting documents are not submitted.
20	174	Manish Kumar Jaypraksh Choudhary	1,96,653	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
21	65	Manoj Kumar Mishra	1,14,750	1,14,750	Not Applicable	Not Applicable
22	111	Mayur Vasantlal Chauhan	3,41,343	3,35,125	Not Applicable	EPF claim amount of Rs.53954/- calculation is wrong, correct amount is Rs.47736/-
23	83	Narendra Kumar Yadav	1,66,600	66,600	Not Applicable	1. EPF of Rs.45000/- and Gratuity of Rs.55000/- is not approved because supporting documents are not submitted.
24	45	Nilesh Gangaram Rawool	1,07,783	1,07,783	Not Applicable	Not Applicable
25	80	Pallavi Kunal Surve	1,68,417	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.

26	253	Rajan Sharma	4,10,000	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
27	192	Rajaram B Jha	1,87,740	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
28	205	Ramjee Nandkumar Pandey	64,908	40,961	Not Applicable	1. Gratuity claim amount of Rs.37027/- is wrong correct amount as per record is Rs.19,904/- 2. Leave Encashment claim amount of Rs.17970/- is wrong correct amount as per record is Rs.11146/-
29	184	Ramujagir Yadav	30,452	30,452	Not Applicable	Not Applicable
30	175	Rangbahadur Mangururam Jaiswar	2,86,676	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
31	206	Ravendra Chandraman Tiwari	79,719	45,245	Not Applicable	1. Bonus claim amount of Rs.9,911/- is wrong correct amount as per record is Rs.9,061/-2. Leave Encashment claim amount of Rs.17970/- is wrong correct amount as per record is Rs.10338/-3. Gratuity claim amount of Rs.51838/- is wrong correct amount as per record is Rs.25846/-
32	34	Ravi Pravin Nisar	3,93,524	3,93,524	Not Applicable	Not Applicable
33	197	Ravindra Kumar Nandkumar Pandey	1,07,373	1,07,373	Not Applicable	Not Applicable
34	32	Sandhya Vijay Deshmukh	6,19,974	6,22,928	Gratuity claim amount of Rs.166669/- calculation is wrong, correct amount is Rs.169623/-	Not Applicable
35	202	Sanjay Ramchandra Jadhav	79,719	79,719	Not Applicable	Not Applicable
36	201	Sanjay Shivshankar Verma	1,16,746	68,826	Not Applicable	1. Leave Encashment claim amount of Rs.17970/- is wrong correct amount as per record is Rs.11146/-2. Gratuity claim amount of Rs.88865/- is wrong correct amount as per record is Rs.47769/-
37	40	Santaji Ramdas Naik	2,61,941	1,41,798	Not Applicable	1. Salaries claim amount of Rs.19694/- is wrong correct amount as per record is Rs.29325/-2. EPF claim amount of Rs.65000/- is wrong correct amount as per record is Rs.70401/-3. Gratuity claim amount of Rs.141800/- is wrong correct amount as per record is Rs.32714/-4. Bonus claim amount of Rs.6500/- is wrong correct amount as per record is Rs.3540/-5. Interest charge of Rs.9900/- is not applicable on pending dues6. Other Incentives of Rs.19047/- is not approved because supporting documents are not submitted.
38	38	Shankar Bhikaji Rathod	1,91,044	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
39	76	Sharad Bramhane	89,973	81,597	Not Applicable	Salary claim amount of Rs.79,397/- is wrong correct amount as per record is Rs.71,021/-.
40	194	Shitesh kumar Jagannath Jha	2,95,575	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.

41	165	Shivprakash Devnarayan Mishra	71,315	71,315	Not Applicable	Not Applicable
42	23	Sunil Basantam	74,881	74,881	Not Applicable	Not Applicable
43	212	Sunny Kumar Choudhary	1,35,123	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
44	180	Suresh Appa Kaginkar	4,28,812	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
45	94	Sushilkant Shivakant Shukla	96,443	96,443	Not Applicable	Not Applicable
46	193	Tarun kumar B Jha	1,39,235	-	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.
47	33	Tejasvi Subhash Chavan	3,97,373	4,11,263	Gratuity claim amount of Rs.67024/- calculation is wrong, correct amount is Rs.69254/- and Bonus of Rs.11660/- added.	Not Applicable
48	199	Vitthal Sukhdev Pawar	1,24,151	1,19,511	Not Applicable	1. Leave Encashment claim amount of Rs.17970/- is wrong correct amount as per record is Rs.20735/-2. Gratuity claim amount of Rs.96270/- is wrong correct amount as per record is Rs.88865/-
49	37	Yogendra Rambali Yadav	76,616	71,124	Not Applicable	1. Leave Encashment claim amount of Rs.8193/- is wrong correct amount as per record is Rs.9453/-2. Gratuity claim amount of Rs.74275/- is wrong correct amount as per record is Rs.67523 3. Other deduction amount as per your claim Rs.5852/-
<b>Total Claims</b>			<b>86,41,074</b>	<b>52,66,613</b>		

### III. Claims of Employees above Rs 10 Lakhs

Sr No.	Claim No.	Name of Employee	Claim Amount	Claim Approved (in Rs.)	Reasons for Rejection
1	245	Vikas Aagarwal	1,75,07,966	1	The Company has filed FIR against Mr. Ramesh Iyer, Vice Chairman, Mr. Amar Pangal Director Finance, Mr. Niraj Bijlani CEO and Mr. Vikas Agarwal Managing Director for an aggregate amount of Rs 21.17 Cr. The FIR is under investigation by the Police Department. (EOW). The amount of claim is under dispute. The Supreme Court in Essar Steel allowed a resolution plan to admit disputed claims at the notional value of INR 1, which would have to be paid contingent to the outcome of proceedings after the value of the claim has been determined by the appropriate forum. In view of the same the claim is considered at Rs 1 (Rupee One).
2	48	Amar Mahavirsingh Panghal	1,48,14,057	1	The Company has filed FIR against Mr. Ramesh Iyer, Vice Chairman, Mr. Amar Pangal Director Finance, Mr. Niraj Bijlani CEO and Mr. Vikas Agarwal Managing Director for an aggregate amount of Rs 21.17 Cr. The FIR is under investigation by the Police Department. (EOW). The amount of claim is under dispute. The Supreme Court in Essar Steel allowed a resolution plan to admit disputed claims at the notional value of INR 1, which would have to be paid contingent to the outcome of proceedings after the value of the claim has been determined by the appropriate forum. In view of the same the claim is considered at Rs 1 (Rupee One).
3	179	Sandeep Chaurishi	37,25,861	1	The Company has filed FIR against Mr. Ramesh Iyer, Vice Chairman, Mr. Amar Pangal Director Finance, Mr. Niraj Bijlani CEO and Mr. Vikas Agarwal Managing Director for an aggregate amount of Rs 21.17 Cr. The FIR is under investigation by the Police Department. (EOW). The amount of claim is under dispute. The Supreme Court in Essar Steel allowed a resolution plan to admit disputed claims at the notional value of INR 1, which would have to be paid contingent to the outcome of proceedings after the value of the claim has been determined by the appropriate forum. In view of the same the claim is considered at Rs 1 (Rupee One).
4	122	Biswajit Hazra	29,53,653	9,20,530	1. Bonus amount of Rs.3,573/-, Leave Encashment of Rs.84,116/- & TDS of Rs.19,45,434/- is not approved because proper supporting documents not provided.
5	105	Mateen jamadar	25,47,180	5,20,380	1. Salaries claim amount of Rs.20,44,024/- is wrong correct amount as per record is Rs.5,20,380/- and Balance of Rs.5,03,156/- is not approved because supporting documents not provided.
6	124	Surendra Singh Rawat	10,71,267	8,90,575	1. Salaries claim amount of Rs.9,82,532/- is wrong correct amount as per record is Rs.8,01,840 /-.
7	262	Sandeep Harit	14,36,743	3,07,267	1. Salaries claim amount of Rs.3,04,746/- is wrong correct amount as per record is Rs.3,07,267/- 2. Interest charge of Rs.5,14,193/- is not applicable on pending dues.3. Balance Amount of Rs.6,15,282/- is not approved because supporting documents not provided.
8	41	Arpita Gaurang Shah	11,99,925	11,99,925	NA

9	119	Shiba Prasad Mishra	10,50,348	10,28,848	Interest
10	196	Dilesh Gajanan Thavai	10,06,519	-	To be confirmed
11	69/157	Munna Kumar	10,97,134	-	1. The amount is claimed is Ad hoc without any nature of payment and no supporting document .
Total			<b>4,84,10,653</b>	<b>48,67,528</b>	

## **Part 2. Employees working for Corporate Debtor employed in subsidiaries**

### **Holding Company Liability for Debts of its Subsidiaries:**

An analysis of the circumstances in which a holding company may be liable for the debts and obligations of its subsidiaries. The corporate governance rules and method of management of the groups of companies is the principle to consider whether Holding Company shall be liable for debts of its subsidiaries. This methodology is appropriate because it suggests restraints upon the management of or control of a subsidiary by a holding company.

It is common for large companies with substantial operations to have literally large numbers of wholly owned subsidiaries. From a commercial perspective the practice is so prevalent that it is unusual to question the practice or ask why large enterprises conduct their business in this way. But from a traditional legal perspective, each of these corporations is a separate legal person with its own board of directors responsible for supervising the operations and affairs of that particular corporation. It is a principle of corporate governance that each of those boards should act in the best interests of that corporation as opposed to the interests of third parties or the group as a whole. Consequently, assuming the principles of corporate governance applied, there is no prima facie reason why the hundreds of subsidiary corporations in a corporate group should act in a co-ordinated manner at all, particularly if the relevant boards were acting in the best interests of each individual corporation as opposed to the interests of other members of the group or the ultimate holding company. Of course the corporations comprising a group do act in a co-ordinated manner because of the imposition of one 'management' and the ultimate commonality of ownership. As a matter of commercial practice, management of the individual corporations is aligned with the interests of the entire group. This determines the relationships between the various interested parties who, and to what extent, control the application of the resources owned by the legal fiction of the incorporated enterprise. Large conglomerates with diversified businesses and decentralised line managers may find that individual business units indirectly compete with each other. But in that event the usual result will be for the ultimate management to act so as to maximise the return across the entire group, The corporate governance implications for groups of companies arising from an analysis of the circumstances in which a holding company may be liable for the debts and obligations of its subsidiaries. I consider this methodology is appropriate because it suggests restraints upon the management or control of a subsidiary by a holding company. If a holding company is responsible also for the liabilities incurred by a subsidiary, then we can expect that circumstance to result in careful consideration by the management or controllers of the holding

company of that company's relationship with the subsidiary and how, if at all, the holding company controls or manages the resources of the subsidiary. Holding Company shall be liable for the debts of subsidiaries.

Though the subsidiary company is treated as a separate legal entity for Company law, the corporate veil's lifting is permissible if the public interest requires to do so.

In *Workmen of Associated Rubber Industry Ltd. v Associated Rubber Industry Ltd.*, a company purchased shares in another company. The dividends that accrued from there were used for payment of bonus to its workmen. The company transferred all those shares to its wholly-owned subsidiaries which had no other business of its own, and the balance sheet and profit and loss account could not reflect the surplus for payment of bonus. In such exceptional cases, the Supreme Court observed that it was entitled to lift the veil of corporate entity 'to pay regard the economic realities behind the legal façade.' "A new company is created wholly owned by the principal company, with no assets of its own except those transferred to it by the principal company, with no business or income of its own except receiving dividends from shares transferred to it by the principal company and serving no purpose whatsoever except to reduce the gross profits of the principal company. These facts speak for themselves. There cannot be direct evidence that the second company was formed as a device to the principal company's gross profits for whatever purpose. An obvious purpose that is served and which stares one in the face is to reduce the amount to be paid by way of bonus to workmen. It is such an obvious device that no further evidence, direct or circumstantial, is necessary."

In *State of U.P v Renusagar Power and Co and others*, the Supreme Court observed, "It is high time to reiterate that in expanding horizon of jurisprudence, lifting of corporate veil is permissible. Its frontiers are unlimited." The Court held that the corporate veil should be lifted where the associated companies are inextricably connected to reality, part of one concern. In *New Horizons Ltd. v Union of India*, the Supreme Court considered the aspect of lifting the corporate veil. Citing *DHN Food Distributors Ltd. v London Borough of Tower Hamlets*, the Court of Appeal was dealing with the relationship between a holding company and its two subsidiaries. Lord Denning, M.R. observed, "this group is virtually the same as the partnership in which all the three companies are partners. They should not be treated separately so as to be defeated on a technical point." In the same case, Goff, L.J. said, "this is a case in which one is entitled to look at the realities of the situation and to pierce the corporate veil." In *U.K.Mehra vs Union of India*, a Division Bench of the Delhi High Court observed that where a subsidiary is wholly owned by the principal company which has pervasive control over it and the former acts as the hand and voice of the latter, the subsidiary would be nothing but an instrumentality of the principal company,

and wherever public interest demands, the Court must lift the corporate veil in the interest of justice.

In view of the above judgements, it is justified to lift the corporate veil. Consider the liabilities of employees of 100% wholly owned subsidiaries under the liability of Holding company.

In TOPSGRUP while offering the employment letter of offer is issued from holding company. Letter of appointment is issued from subsidiaries company. In certain cases holding company failed to pay dues of provident fund of employee quota and employer quota was not deposit with Government authorities. To avoid such noncompliance employees were transferred from Holding Company to its subsidiaries. Even after transfer of employees from holding company to subsidiaries the employees continued to function in same capacity in the same environment and for holding company. There is no water tight compartment and segregation of business profits of two independent corporate entities. Board of Director of subsidiaries is controlled by the management of the holding company. The subsidiaries are hands and mouth of holding company. Company has not made any provision for payment of salary from its own profit of subsidiaries. The concept of transfer pricing is not followed. All the companies holding as well as subsidiaries are functioning from same premises. IRP has received the claims from following employees as claiming to be working for Corporate Debtor but employed under subsidiaries of Corporate Debtor under form D as employees of the Corporate Debtor. IRP has considered the claim as claim of employees of Corporate Debtor.

**The summary of the claims of the Employees working for Corporate Debtor employed in subsidiaries Employees is presented below**

<b>Sr. No.</b>	<b>Bifurcation of Claims from Employees</b>	<b>Number of Claims</b>	<b>Claims Received</b>	<b>Claims Admitted</b>
I	Claims pertaining before 20 <sup>th</sup> February,2020	100	1,76,43,040	1,21,05,009
II	Claims pertaining from 20 <sup>th</sup> February,2020 to 19 <sup>th</sup> February,2021	33	1,09,05,472	77,44,480
III	Claims of Employees above Rs 10 Lakhs	4	63,48,987	15,82,201
<b>Total</b>		<b>137</b>	<b>3,48,97,499</b>	<b>2,14,31,690</b>

**I. Claims for the Employees working for Corporate Debtor employed in subsidiaries pertaining before 20th February,2020.**

Sr No.	Claim No.	Name of Employee	Claim Amount	Claim Approved (in Rs.)	Reasons for Addition	Reasons for Rejection
1	1	Clarita Rawat	9,72,503	2,28,154	Not Applicable	Salary amount of Rs.228154/- as per record approved and for balance amount supporting documents not provided
2	62	A yugender	61,698	61,698	Not Applicable	Not Applicable
3	51	A. Siva Sankar	76,272	76,272	Not Applicable	Not Applicable
4	15	Abey Abraham	3,28,669	3,25,932	Not Applicable	1. Interest charge of Rs.2,737/- is not applicable on pending dues.
5	78	Ajay P Shukla	29,900	29,900	Not Applicable	Not Applicable
6	29	Amit Mishra	1,54,017	1,54,017	Not Applicable	Not Applicable
7	26	Anil Kumar Dubey	1,78,563	1,78,563	Not Applicable	Not Applicable
8	12	Anil Laxman Modak	3,79,780	-	Not Applicable	Defect- No supporting documents such PF passbook, Gratuity details
9	45	Ankita Ashok Shewale	84,987	84,987	Not Applicable	Not Applicable
10	46	Ankita Chandrakant Salunke	83,760	83,760	Not Applicable	Not Applicable
11	39	Anuradha Shankar Chandanshive	1,02,020	1,02,020	Not Applicable	Not Applicable
12	24	Ashish Ramnaresh Chaurasla	1,99,998	1,99,998	Not Applicable	Not Applicable
13	86	Ashok Gupta	1,23,697	1,23,697	Not Applicable	Defect-Claim amount not mentioned
14	56	B. Pavithra	71,460	71,460	Not Applicable	Not Applicable
15	21	Baldev Rasikbhai Gedia	2,37,620	2,37,620	Not Applicable	Not Applicable
16	19	Bhairav Datt Binwal	2,72,017	2,72,017	Not Applicable	Not Applicable
17	18	Bhupal Singh Bakuni	3,15,227	-	Not Applicable	8.15 Lakh Advance stand, and from Aug 20 salary was not processed in systemn salary claime is wrong
18	7	Braja bihari baug	5,50,000	1,58,965	Not Applicable	1. Salaries amount of Rs.1,58,965/- is approved as per records and balance amount of Rs.3,91,035/- is not approved because supporting documents are not provided.
19	87	Chandrakant Mhaisgoli	2,18,377	1,10,363	Not Applicable	1. Salaries amount of Rs.1,10,363/- is approved as per records and balance amount of Rs.1,08,014/- is not approved because supporting documents are not provided.
20	36	Chhaya Ganesh Dhamne	1,22,560	1,22,560	Not Applicable	Not Applicable
21	8	Chirag Rohit Shah	4,90,421	4,90,421	Not Applicable	Not Applicable
22	61	D. Bharath Kumar	66,534	66,534	Not Applicable	Not Applicable
23	67	D.Gomathi	51,940	51,940	Not Applicable	Not Applicable
24	63	DARTHYANALA MADHUMATHI J	58,529	52,611	Not Applicable	1. Interest charge of Rs.5,918/- is not applicable on pending dues.
25	58	Deepak Rane	69,767	69,767	Not Applicable	Not Applicable
26	84	Devendra C Agrahari	13,024	13,024	Not Applicable	Not Applicable
27	55	Dinesh kumar	72,828	72,828	Not Applicable	Not Applicable
28	48	Dinesh Ramdas Yadav	80,300	80,300	Not Applicable	Not Applicable
29	77	Ganesh Keshav Gagre	30,000	30,000	Not Applicable	Not Applicable
30	94	Geeta Pusadkar	3,29,564	3,29,564	Not Applicable	Not Applicable

31	92	Gurvinder Kaur	72,382	72,382	Not Applicable	Not Applicable
32	23	Harsha Shridhar Shelar	2,24,500	-	Not Applicable	COVID period salary claim Proof of work
33	37	Immanuel K	1,14,408	1,14,408	Not Applicable	Not Applicable
34	93	Krishana saklani	30,000	30,000	Not Applicable	Not Applicable
35	59	Lavesh Tukaram Gomane	68,500	68,500	Not Applicable	Not Applicable
36	96	Mahender Singh Dangi	-	-	Not Applicable	Defect-Claim amount not mentioned
37	14	Manoj Siddharth Sawant	3,37,380	3,37,380	Not Applicable	Not Applicable
38	3	Mayuresh Sudhakar Rode	9,00,000	4,41,530	Not Applicable	Salary amount of Rs.441530/- as per record approved and for balance amount supporting documents not provided/ Calculation sheet required
39	13	Monali Rishikesh Mathkar	3,39,505	1,02,810	Not Applicable	COVID -19 work no proof
40	50	Murad Munni	79,048	79,048	Not Applicable	Not Applicable
41	82	Muzaiyan Hanif Miyanoor	16,580	16,580	Not Applicable	Not Applicable
42	79	N.Nandheerwari	29,700	29,700	Not Applicable	Not Applicable
43	68	Nagraj M Kamat	51,000	51,000	Not Applicable	Not Applicable
44	97	Narendra Patel	2,14,514	1,34,307	Not Applicable	Salary amount of Rs.134307/- as per record approved and for balance amount supporting documents not provided/ Calculation sheet required
45	44	Navina Nitin Pednekar	85,000	85,000	Not Applicable	Not Applicable
46	83	Neha Nilesh Kudaskar	13,970	13,970	Not Applicable	Not Applicable
47	70	Pankaj Vajminath Gaikwad	49,800	49,800	Not Applicable	Not Applicable
48	98	Poonam Dubey	1,29,101	1,29,101	Not Applicable	Not Applicable
49	57	Poonam Shinde	70,250	70,250	Not Applicable	Not Applicable
50	65	Pradeep karhadkar	79,596	79,596	Not Applicable	Not Applicable
51	17	Pragati Cheulkar	3,18,083	63,696	Not Applicable	As per records of CD salary payment o/s of Rs 63,696
52	91	Pramod Dhodre	80,307	80,307	Not Applicable	Not Applicable
53	65	Pranay Pradeep Kamble	54,256	54,256	Not Applicable	Not Applicable
54	10	Prasad Ranadive	4,11,540	3,97,514	Not Applicable	Salaries claim amount of Rs.3,10,000/- is wrong correct amount as per record is Rs.2,95,974/-
55	30	Preetam Akshyavar Singh	1,50,606	1,50,606	Not Applicable	Not Applicable
56	76	Prem kumar Periyasamy	38,369	38,369	Not Applicable	Not Applicable
57	95	Priyanka londhe	-	-	Not Applicable	Defect-Claim amount not mentioned
58	38	Priyanka Shetty	1,08,883	1,08,883	Not Applicable	Not Applicable
59	4	Pronab Das	7,47,906	94,906	Not Applicable	Rs 6.35 lacs standing o/s in BOA
60	73	Rajeshree Shetty	39,777	33,710	Not Applicable	1. Interest charge of Rs.6,067/- is not applicable on pending dues.

61	66	Ratnakar S. Borsutkar	52,300	52,300	Not Applicable	Not Applicable
62	71	Ravindra Laxman Shirke	49,220	49,220	Not Applicable	Not Applicable
63	20	Rohan Narendra Pinqale	2,58,500	2,58,500	Not Applicable	Not Applicable
64	80	Rosy Mendes	23,000	23,000	Not Applicable	Not Applicable
65	33	Rupesh Jadhav	1,35,182	1,14,561	Not Applicable	1. Interest charge of Rs.20,621/- is not applicable on pending dues.
66	64	S Srikanth	56,740	56,740	Not Applicable	Not Applicable
67	49	S. Sudhakar	79,224	79,224	Not Applicable	Not Applicable
68	40	Sadhana Mahendra Rajbhar	1,00,490	1,00,490	Not Applicable	Not Applicable
69	11	Sancheti Uttam Holmukhe	3,97,038	-	Not Applicable	Defect- No supporting documents such as Salary Slip, Calculation Sheet etc
70	6	Sangeeta Deb	5,80,966	5,80,966	Not Applicable	Not Applicable
71	35	Santosh Narayan Ghadi	1,22,715	1,22,715	Not Applicable	Not Applicable
72	9	Sapana Limbare	4,31,936	-	Not Applicable	COVID-19 work no proof
73	27	Satish Gulabrao Shirsole	1,75,000	1,75,000	Not Applicable	Not Applicable
74	60	Satpal bhimrao Durge	67,179	67,179	Not Applicable	Not Applicable
75	85	Sermakani Mariappa	11,682	11,682	Not Applicable	Not Applicable
76	75	Shakaka Yashwant Gawade	38,696	38,696	Not Applicable	Not Applicable
77	88	Shakuntala Shetty	2,98,354	70,369	Not Applicable	Salary amount of Rs.70369/- as per record approved and for balance amount supporting documents not provided
78	34	Shalaka S Bandekar	1,28,994	1,28,994	Not Applicable	Not Applicable
79	74	Shamal Kamelsh Gadilohar	38,829	38,829	Not Applicable	Not Applicable
80	89	Shanmugam M	7,98,758	7,98,758	Not Applicable	Defect-Claim amount not mentioned
81	47	Suraj Ajitrao Desai	81,000	81,000	Not Applicable	Not Applicable
82	25	Suresh Nilkanth Dhembre	1,99,600	1,99,600	Not Applicable	Not Applicable

83	81	Sushant Maruti Jadhav	17,118	17,118	Not Applicable	Not Applicable
84	31	Tanvi Tushar Naik	1,46,666	1,46,666	Not Applicable	Not Applicable
85	5	Trupti Prashant Mendon	5,83,748	5,83,748	Not Applicable	Not Applicable
86	28	Tukaram Mahadev Talap	1,74,634	1,74,634	Not Applicable	Not Applicable
87	41	Tumpa Chowdhury	98,788	98,788	Not Applicable	Not Applicable
88	72	Uttam Ramdas Dangle	47,546	47,546	Not Applicable	Not Applicable
89	69	Vaibhav Matkar	50,225	50,225	Not Applicable	Not Applicable
90	54	Vaishali Shailesh Rathod	73,037	73,037	Not Applicable	Not Applicable
91	53	Vaishali Vishwanath Kadam	74,332	74,332	Not Applicable	Not Applicable
92	2	VIBEKANAND RAI	9,37,619	4,11,032	Not Applicable	1. Salaries amount of Rs.4,11,032/- is approved as per records and balance amount of Rs.5,26,587/- is not approved because supporting documents are not provided.
93	90	Vikas Kumar	-		Not Applicable	Defect-Claim amount not mentioned
94	32	Vikram Rajak	1,39,333	1,39,333	Not Applicable	Not Applicable
95	43	Vinod D. Mhaske	97,866	97,866	Not Applicable	Not Applicable
96	52	Vinod vishwakarma	75,000	75,000	Not Applicable	Not Applicable
97	22	Yeshwant Sawant	2,32,408	1,96,956	Not Applicable	Interest charge of Rs.35,452/- is not applicable on pending dues.
98	217	Sanjay Moreshwar Keny	17,94,094	10,31,958	Not Applicable	1. TDS amount of Rs.88,000/- and unpaid Voucher of Rs.2,50,000/- is not approved because supporting documents not provided.2. EPF claim amount of Rs.4,66,856/- is wrong correct amount as per record is Rs.1,46,836/-3. Bonus claim amount of Rs.21000/- is wrong correct amount as per record is Rs.6996/-4. Gratuity claim amount of Rs.210262/- is wrong correct amount as per record is Rs.120150/-
99	136	Pravin Santosh Chavan	64324	64324	Not Applicable	Not Applicable
100	137	R. Shanthi Priya	24000	0	Not Applicable	Deficiency-With reference to your claim form submitted by you we have found some deficiencies. Please remove the deficiency for us to consider your claim.1. Require details for calculation and supporting documents.
Total			1,76,43,040	1,21,05,009		

**II. Claims Employees working for Corporate Debtor employed in subsidiaries pertaining from 20<sup>th</sup> February,2020 to 19<sup>th</sup> February,2021 (Subsidiary Company) .**

Sr No.	Claim No.	Name of Employee	Claim Amount	Claim Approved (in Rs.)	Reasons for Addition	Reasons for Rejection
1	112	Abhay Pratap Singh	3,64,668	3,64,668	Not Applicable	Not Applicable
2	128	Ajay Mandal	1,01,125	1,01,125	Not Applicable	Not Applicable
3	116	Akshata S Manjrekar	3,20,834	3,20,834	Not Applicable	Not Applicable
4	113	Amol Ramesh Sushir	3,45,136	3,45,136	Not Applicable	Not Applicable
5	114	Anand Kori	6,31,613	-	Not Applicable	Defect- Bank Statement not provided, Salary upto Feb 2020 agdjusted aainst dues of Air India
6	120	Andanayya Hiremath	2,06,653	1,77,214	Not Applicable	1. Interest charge of Rs.29,439/- is not applicable on pending dues.
7	110	Bipin Kumar Upadhyay	3,77,034	2,24,654	Not Applicable	1. Salaries claim amount of Rs.2,43,968/- is wrong correct amount as per record is Rs.91,588/-
8	125	Deepali Mohite	1,46,970	1,24,551	Not Applicable	1. Interest charge of Rs.22,419/- is not applicable on pending dues.
9	108	Hemant Shivaji Rane	4,25,051	4,25,051	Not Applicable	Not Applicable
10	109	Jasmeet Singh	7,06,600	-	Advance of Rs 56.86 lakhs as per records of th	
11	117	Kanchan Ramdas Shelte	2,54,148	2,54,148	Not Applicable	Not Applicable
12	122	Kiran Pandit Pawar	1,67,602	1,42,036	Not Applicable	1. Interest charge of Rs.25,566/- is not applicable on pending dues.
13	131	Krishnakumar.C	83,433	83,433	Not Applicable	Not Applicable
14	127	Manisha Tukaram Chipte	1,03,892	88,044	Not Applicable	1. Interest charge of Rs.15,848/- is not applicable on pending dues.
15	130	Mohsinkhan Hasankhan Jamakhandi	83,880	83,880	Not Applicable	Not Applicable
16	131	Nandakishor Ayare	7,09,267	6,01,074	Not Applicable	1. Interest charge of Rs.1,08,193/- is not applicable on pending dues.

17	132	Naresh Krishna Sahu	4,97,078	4,06,228	Not Applicable	1. Salaries claim amount of Rs.3,03,090/- is wrong correct amount as per record is Rs.2,12,240/-
18	106+73	Pradeep chetnarayan Singh	4,62,428	-	Sandhya -claim	
19	101	Pragati Vikas Ranadive	7,15,088	7,15,088	Not Applicable	Not Applicable
20	118	Prathamesh Kamalakar Mhatre	2,34,170	2,34,170	Not Applicable	Not Applicable
21	126	Pravin Pandurang Hatankar	1,28,679	1,28,679	Not Applicable	Not Applicable
22	121	Pushpa Sandeep Thorat	1,99,200	1,99,200	Not Applicable	Not Applicable
23	111	Raju Amresh Pandey	3,73,593	3,73,593	Not Applicable	Not Applicable
24	123	Ramanand Vishwanath Jha	1,67,197	1,67,197	Not Applicable	Not Applicable
25	129	S. Lakshmi Prasanna	95,196	95,196	Not Applicable	Not Applicable
26	119	Sachin S Bhatkar	2,20,800	1,87,119	Not Applicable	1. Interest charge of Rs.33,681/- is not applicable on pending dues.
27	114	Sanjay Bagwe	3,35,133	3,35,133	Not Applicable	Not Applicable
28	115	Sanjoy Ghosh	3,32,850	3,17,095	1. Salaries claim amount of Rs.2,68,257/- is wrong correct amount as per record is Rs.2,52,502/-	Not Applicable
29	107	Shivaji Bali Patil	4,33,060	-	Not Applicable	Defect- Bank Statement not provided, Salary upto Feb 2020 agdjusted aainst dues of Air India
30	109	Shyn Kumar K.R.	4,16,877	-	Not Applicable	Advances
31	100	Virendra Vitthal Pachangane	8,05,273	7,88,990	Not Applicable	1. Salaries claim amount of Rs.6,51,945/- is wrong correct amount as per record is Rs.6,35,662/-
32	124	Yogesh Ramesh Narvekar	1,63,477	1,63,477	Not Applicable	Not Applicable
33	138	Santosh Palkar	2,97,467	2,97,467	Not Applicable	Not Applicable
			1,09,05,472	77,44,480		

### III. Employees working for Corporate Debtor employed in subsidiaries

#### Employees claims above 10lakhs (Subsidiary Claims)

Sr No.	Claim No.	Name of Employee	Claim Amount	Claim Approved	Reasons for Approval	Reasons for Rejection
1	132	Shiv Upadhyay	20,50,000	42,213	Not Applicable	1. Salaries amount of Rs.42,213/- is approved as per records and balance amount of Rs.20,07,787/- is not approved because supporting documents are not provided.
2	133	Prasad Gopal Bhoir	12,89,310	5,14,402	Not Applicable	1. Salaries amount of Rs.5,14,402/- is approved as per records and balance amount of Rs.7,74,908/- is not approved because supporting documents are not provided.
3	134	Leena Kardam	16,32,552	4,52,220	Not Applicable	1. Salaries amount of Rs.4,52,220/- is approved as per records and balance amount of Rs.11,80,332/- is not approved because supporting documents are not provided. 2. Required Prof of working in covid-19 period.
4	135	Mohammad Badshah Shaikh	13,77,125	5,73,366	Not Applicable	1. Salaries amount of Rs.5,73,366/- is approved as per records and balance amount of Rs.8,03,759/- is not approved because supporting documents are not provided.
			63,48,987	15,82,201		