



# **THE LIVER CARE FOUNDATION**

## **ANNUAL REPORT**

**2008**

## *The year gone by.....*

Liver Care Foundation has made good progress with its community based activities since inception in 2005.

We initiated our community interaction with a health talk titled “You and Your Liver” at the Habitat Centre in February, 2008, which was well attended. Our second health-talk in April, 2008 was titled “Heart of the Liver” where we invited Dr. Naresh Trehan (India’s famous cardiac surgeon) to talk to our audiences on cardiac diseases and lifestyle. Dr Shiv Sarin did equally well with his talk on liver diseases and lifestyle. Their message echoed the unknown author who once said “Our health always seems much more valuable after we lose it.”

We haven’t looked back since. There were a number of invitations from various organizations: ASSOCHAM, IIC, PHDCCI and Rajasthan Ratnakar Samaj. The latter was a health talk in “*Shudh Hindi*” which our audience applauded. “You and Your Liver” and “Heart of the Matter” were repeated at the IIC and PHDCCI respectively. Infact, our health talk planned at the PHDCCI on the 24<sup>th</sup> of July, 2008 rolled out another community initiative- The vaccination campaign in partnership with the PHDCCI!

[www.thelivercarefoundation.org](http://www.thelivercarefoundation.org) is our website that was launched in April 2008. We have a guest book on our website where visitors can signup and put raise queries to us. Some of the queries we had were on liver transplants, cure for biliary atresia, and emotional issues on hepatitis B and C to mention a few. When we launched the site in April 2008 we had 4195 hits; 39 unique visitors and 57 visits. A year later April 2009 we had 14668 hits; 227 unique visitors and 287 visits. This has been encouraging as we continue to evolve.

The effort to extend support to young scientists and doctors continues. This year seven travel grants were disbursed to doctors and scientists who had been accepted to present their papers at the APASL 2009 in Hong Kong.

Our initiative towards promoting scientific seminars for 2008-09 included extending support for a workshop that took place on January 31<sup>st</sup> 2009 in New Delhi titled ““Acute Variceal Bleeding.” Faculty from all over the world were invited to discuss best practices in the interest of optimal patient care. Local specialists, doctors, senior residents in gastroenterology and scientists were encouraged to attend this seminar as part of enhancing their knowledge or as continuing medical education.

This was not all! The Liver Care Foundation organized a meeting with various recipients of liver transplants. There were also some donors. Mr PB Vijay, our trustee, helped to organize this meeting and set the ball rolling. The idea was to collect from them their experiences so that we could put together a book of short stories on donor and recipient experiences before, during and after this procedure. Hopefully, we should have this valuable resource available for everyone to dip into.

Our 2-year survey on the community revealed that only 17.4% of 2234 persons knew that the liver was the largest organ in the body. This tells us a story on prevalent levels of awareness and how much still needs to be done. We felt that we have done a lot this year but in the entire picture, it is not even the tip of the ice-berg. There is still much more potential that we should engage ourselves with. We must *strive, seek, find, and not yield.* (Lord Alfred Tennyson -Ulysses)

## **A Message from Our Founder Trustee**

When we began this foundation in 2005, there were ideas on how we would raise public awareness on liver health and liver diseases. Indeed the biggest challenges have always been and continues to be the silent killers- Hepatitis B and C.

I am encouraged that a small initiative has been made, such as the partnership with PHDCCI for Hepatitis B vaccination. Let me say, it literally stares in our face that 40-50 million suffer from chronic hepatitis B, which is 4-7% of our population. Looking at numbers, it is huge compared to the small percentages with HIV in India. It is just 0.9%! I look forward to the day when our country becomes hepatitis free.

It is also heartening to see the young scholars getting those opportunities to showcase their marvellous work at International conferences. Liver Care Foundation has till date provided 18 scholarships since its inception. This effort must go on. After all the youth have to be encouraged for a better tomorrow!

On a lighter note, Jagu Jigar, the mascot for L.C.F's promotion programs needs to be made busier. I hope to see expansion of programs related to awareness in the coming year. Now that the website is launched, we need to explore methods of awareness through the Internet. No channel of communication should be left unexplored. I am determined to see that the message on liver health and prevention is spread far and wide.



Dr Shiv Sarin  
Founder Trustee

## **A Message from Our Managing Trustee**

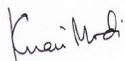
Liver Care Foundation is still young, bursting with energy. We do have the teething problems that every NGO experiences in the formative years, but we are getting there!

It was gratifying to see the photographs of the doctors who volunteered at the PHDCCI program for the Hepatitis B initiative. So many women, men and children from marginalized groups were vaccinated. I hope that this effort continues to help meet a goal of Hepatitis Free India.

We have been quietly doing our bit to support our cause for a liver disease free community. Health talks delivered by Dr Puja Sakhuja, our board member, were appreciated. I hope that in the time to come, we will be able to reach out to the community at the grass roots to disseminate messages on liver health and prevention and perhaps even initiate more programs on behavioural change- habitual alcohol is what I am thinking of!

On the administrative front, we are in the process of evolving systems to try and streamline our processes. Our growth has been organic up until now. Perhaps it is now time for us to pull socks up and march ahead.

I would like to thank everyone who has supported the foundation and given time to activities directly and indirectly. We are a team and each one of us being part of it is important.



Kiran Modi  
Managing Trustee

**Message from our Trustee- Mr. Vikram Varma**

“It felt like yesterday, when we were all together putting the Foundation’s structure with the vision, mission, aims, objectives and core competence. Then came the logo which underwent so many transitions till we agreed upon the creation that marks our identity.

We are moving slowly with each passing year, with much to achieve. But I am hopeful that each of our activities will expand as we move ahead in time to come.”

**Message from our Trustee- Mr PB Vijay**

“I am happy to see that the Liver Care Foundation has made good progress in creating awareness through its health-talks and the vaccination campaign with PHDCCI.

From 2006 onwards (when I became part of the Foundation) we are marching on. I am hopeful that we will be able to expand our awareness programs to include promotion of organ donation and a more active role of the Liver Transplant Person’s Group.”

## **The Team**

### **Board of Trustees**

Dr Shiv Sarin,MD, DM	Founder Trustee and member
Dr Kiran Modi	Managing Trustee and member
Mr Vikram Varma	Trustee and member
Mr P B Vijay	Trustee and member

### **Board Members**

Dr B C Sharma	Member
Dr Puja Sakhuja	Member
Ms Vibhuti Sharma	Member and Treasurer
Ms Shalini Prakash	Member

### **Special Advisor**

Former Justice Shiv Raj Patil

### **Legal Advisor**

Mr M L Lahoty

### **Executive Director**

Col. Anil Budhiraja

### **New Appointment:**

Ms Vibhuti was appointed Treasurer w.e.f. from Oct 2008.



“Heart of the Liver” 7<sup>th</sup> April, 2008 covered cardiac and liver diseases related to lifestyle. 1. Dr Sarin and Dr Naresh Trehan during the interactive session.  
2. The audience watching enthusiastically on



You and Your Liver 26<sup>th</sup> June, 2008 the liver, liver diseases and liver health  
1. Dr Puja during her presentation  
2. Joined in by Dr Sarin during the interactive session  
3. The audience during the lecture posing a question



“Heart of the Liver” was repeated in July, 2009 at the PHDCCI

आप और आपका विवर



डॉ मनोज कुमार वर्मा  
Assistant Professor  
Institute of Liver and Biliary Sciences,  
D-1, Vasant Vihar, New Delhi

The cover of the Hindi Presentation that was prepared for Rajasthan Ratnakar Samaj

## Health Talks



Our first Vaccination Campaign jointly with the PHDCCI was held at the Family Health Center at Trilokpuri, East Delhi

1. Dr Manoj Kumar, Assistant Professor, Institute of Liver and Biliary Sciences came forward to deliver an education session to expectant mothers
2. Administration of the Hepatitis B vaccination to 330 persons.



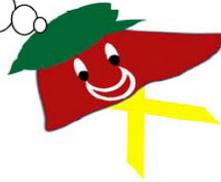
The vaccine initiative continued at the Pandav Nagar Health Post

1. Dr Kaushal Madan, Assistant Professor, Institute of Liver and Biliary Sciences came forward to deliver an education session to expectant mothers
2. Women and Children seen listening to Dr Madan and waiting to be vaccinated

## Vaccine Initiatives



Hi this is Jagu Jigar!!!

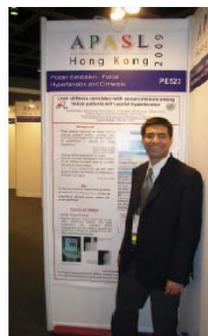


Screen Shots of the Liver Care Foundation website. Seen above is the home-page.

## Workshop



Liver Care Foundation sponsored a workshop on Acute Variceal Bleeding –Held in New Delhi on 31<sup>st</sup> January, 2009. The workshop was well attended by well-known gastroenterologists from all over the world



The recipients of the travel award for APASL-2009 showcasing their poster presentations. Seen in the last photograph are 6 out of 7 of the recipients.



## Summary of Activities

### **AWARENESS**

#### ***Health Talks***

“You and your Liver” was our first health talk in February 2008. From then on we have had many more health-talks.

“The Heart of the Liver” organized at the ASSOCHAM on 7<sup>th</sup> April 2008 was unique and well attended. There was Dr. Naresh Trehan, India’s renowned cardiac surgeon, who delivered his lecture on cardiac diseases related to lifestyle. Dr Sarin, India’s renowned gastroenterologist and LCF’s founding trustee, spoke about liver diseases related to lifestyle. Their messages echoed the unknown author who said “Our health always seems much more valuable after we lose it.” The panellists accompanying both doctors were Dr. Ashok Chauhan, a well-known educationist and Mr Fali Nariman, Supreme Court Lawyer, all encouraged the audience to interact actively.

June 28<sup>th</sup>, 2008 was another health-talk organized at the India International Centre. Dr Puja Sakhuja, our board member presented the lecture titled “You and Your Liver.” Dr Sarin and Dr Puja were both involved in the question and answer round following the presentation.

You and Your Liver was translated into Hindi and presented to the Hindi speaking association called the Rajasthan Ratnakar Samaj. The presentation was well received and appreciated.

On July 24<sup>th</sup> 2008, Dr Sarin presented another health-talk titled “Heart of the Liver” for the members of the PHDCCI which was applauded and appreciated.

Liver health talks have expanded to include schools and colleges. Most of our talks are attended by students from classes 9-12. Our experience has been good. Infact, it is encouraging to observe interest and enthusiasm while delivering these talks with this young audience.

The Schools and Colleges covered were

Delhi Public School, R K Puram

Army Public School, Dhaula Kuan

Mahavir Sr Model School, GTK Road

Shaheed Bhagat Singh College, Sheikh Sarai

Indian Institute of Technology, Hauz Khas

*All these talks would not have been possible without the help of our voluntary doctors who have been positive about supporting this awareness drive needed.*

### ***Vaccination Campaign***

During a health talk (July, 2008) to members of PHDCCI, Dr Sarin suggested a joint vaccination campaign (PHDCCI and Liver Care Foundation) to prevent Hepatitis B. The foundation would take the responsibility of organizing a lecture while PHDCCI would provide the medical team for administering the vaccination for Hepatitis B. The Secretary General agreed with this idea and confirmed the PHDCCI partnership for this community initiative.

The aims and objectives specified reaching out to 5000 people per year. The first joint vaccination campaign was launched at the Family Health Welfare Centre- Trilokpuri in East Delhi in February 2009.

The program commenced with a talk on liver and prevention of liver diseases. Dr Manoj Kumar Sharma was our first voluntary resource person who came forward to educate this audience with basic information on the liver with practical tips to prevent hepatitis. Our audience were expectant mothers who asked a number of questions on liver ailments during pregnancy. Their enthusiasm was over-whelming. 330 people including women and children were vaccinated.

Another such program was conducted at a health post in Pandav Nagar the following month. Dr Kaushal Madan was our voluntary resource person for this campaign.

Seeing the response, the Director of Family Welfare Programmes, PHDCCI, decided to have such programmes on a regular basis-every month.

## **ACADEMICS**

### ***Scholarship Awards***

The recipients of travel grants for presenting their papers at the APASL conference in Hong Kong, 13-16 Feb 2009 were:

Dr. Vikram Bhatia, MD, DM

*“Therapeutic efficacy of L-Ornithine L-Aspartate in patients with acute liver failure. A double blind, randomized, placebo-controlled study”*

Ms Shikha Shrivastava, M.Sc

*“Receptors and Chemokine Receptor Expression in Neonates Born to Mothers positive and Negative for HBV Infection”*

Dr. Hitendra Garg, MD

*“Frequency and severity of Organ failure at admission predicts mortality in Acute-on-chronic liver failure (ACLF) patients: A perspective study”*

Dr Jyotdeep Kaur, M.Sc, Ph.D

*“Glutathione-S-transferase and micromosomal Epoxide hydrolase polymorphisms and Viral related hepatocellular carcinoma risks in India”*

Dr Kaushal Madan, MD, DM

*“Liver stiffness correlates with portal pressure among Indian patients with portal hypertension”*

Ms Purabi Deka Bose, M.Sc

*“Association of Progesterone receptor gene with Hepatitis E disease severity in pregnancy”*

Mr A C Gupta, M.Sc

*“Peroxisome Proliferator-Active Receptor (PPAR $\gamma$ ) Pro 12Ala variant in Associated with HCV and NAFLD related Chronic Liver Disease”*

This endeavour is to provide a platform for young upcoming scientists and doctors to present their work at international conferences. Since inception, 18 travel awards have been disbursed so far: 6 during APASL 2007 at Kyoto; 5 during APASL 2008 at Seoul and 7 during APASL 2009 at Hong-Kong.

These finalists were selected by a specially constituted committee who had stringent criteria for the selection process. Applications evaluated came from all over the country.

### ***Sponsorship of a workshop***

The Liver Care Foundation sponsored the APASL Workshop titled “Acute Variceal Bleeding” in New Delhi on 31<sup>st</sup> January 2009. The objective of this workshop was to study the latest publications on the subject and discuss methods of improvement towards optimal patient care. Students of gastroenterology, specialists and scientists were encouraged to attend this workshop as part of continuing medical education.

This meeting was well attended by gastroenterologists from around the world and India which is presented below.

Australia	Dr P W Angus
China	Dr C Zhang ; DR C Z Li; Dr Ji-Dong Jia; Dr R Y Xu
Egypt	Dr G Shiha
Hong Kong	Dr G K Lau
Japan	Dr H Maruyama
Italy	Dr R De Franchis
India	Dr Shiv Sarin; Dr C M Pandey; Dr G Choudhuri;

	Dr Y K Chawla; Dr S K Yachha; Dr S S Baijal; Dr A Saraya; Dr Ashish Kumar; Dr B C Sharma Dr P Sahni ; Dr P K Garg
Phillipines	Dr J D Sollano
Taiwan	Dr Ming-Chih Hou
Thailand	Dr R Rerknimitr
Turkey	Dr Y Bayraktar
Pakistan	Dr W Jafri
Saudi Arabia	Dr A Helmy
South Korea	Dr S K Baik
Sri Lanka	Dr H Janak de Silva
Singapore	Dr H F Lui; Dr J W Chung

## **WEBSITE**

On the 7<sup>th</sup> of April, 2008 Mr Fali Nariman, a renowned Supreme Court lawyer and recipient of the Padma Vibhushan, was invited as Guest of Honour for our health talk at ASSOCHAM. He was also asked to do the honours and inaugurate The Liver Care Foundation website and position us as part of the World Wide Web (W3) family. Our Mascot “Jagu Jigar” was also welcomed into the liver care family.

Our home page was launched to establish a presence amongst the NGOs. We want to create a platform that would be interactive for members of the community and we will upgrade ourselves in phases as we progress with time.

Our immediate plans will include providing peer-reviewed patient information on as many liver diseases as possible. Sleisenger and Fordtran (a gastroenterologist’s bible) has listed over 200 liver diseases. We have phased the information out to include the commonest diseases first and will add on pages in days to come.

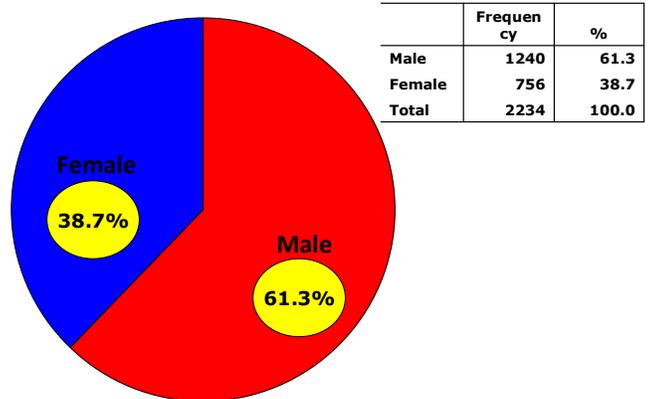
Dr Puja Sakhuja, our valuable board member has volunteered to help us organize the diseases and Dr Manoj Sharma (our valuable resource person for community health talks) will be peer reviewing the patient information collected with Dr Praveen Sharma ( a recipient of the LCF travel grant in 2008 where he presented many papers at Seoul).

## **SURVEY**

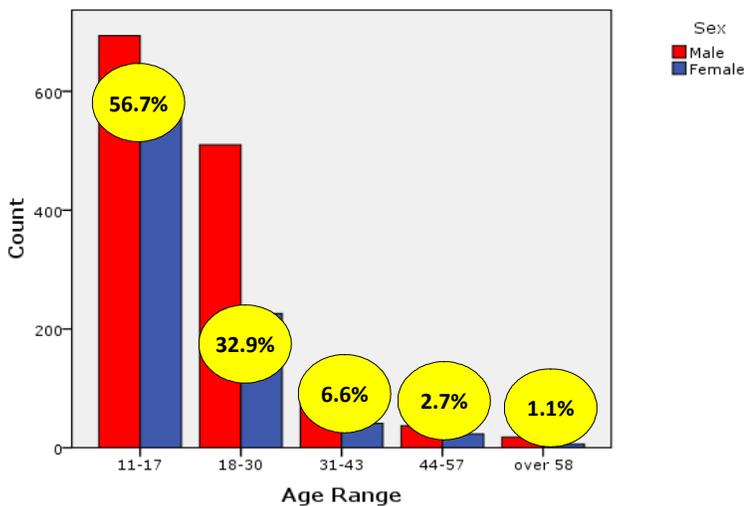
LCF carried out a survey between 2007-2009 to get a feel for public knowledge and attitude on the liver amongst a cross section of people. It was thought useful to help us decide on methods of intervention for

community awareness. A total of 3167 persons were surveyed during 2007-2009 using a pre-designed survey questionnaire. Out of this, 61.3% were males and 38.7% were females (N=2305). 27.2% was assessed as missing. 89.6% were young people aged 11-30 years (56.7% ages 11-17; 32.9% ages 18-30%) assessed from a sample of 2234 persons. 29.5% (n=3167) was missing.

Sex Distribution within the sample n=2234



Sample Distribution of n=1996 by Age-Range



	Male	Female	Total
11 -17	694	573	1267
18-30	510	226	736
31-43	106	41	147
44-57	37	23	60
over 58	18	6	24
Total	1365	869	2234

Key Results presented showed that 30.9% (n=2234) admitted to having a liver problem in the family although 15.5% (n=2234) did not know

whether their family member had a liver disease. While 41.83% in the age range of 18-30 knew that the liver was the largest organ; 0% in the age range of 11-17 did not know that the liver was the largest organ. Other age groups 31-43 and 44-57 showed a diminishing percentage of knowledge that the liver was the largest organ; 35.2% and 22.45% respectively.

The overall knowledge level for the entire sample size was just 17.43% (n=2234). 38.82% linked the liver with acting as an organ to protect the body against germs, though 73.68% in the ages of 44-57 linked the liver as an organ that relieved tension. 57.894% believe that liver diseases are caused by smoking. Only 15.79% (n=2234) believe that it is due to eating unhygienic food. Only 15.79% (n=2234) felt that liver disease is linked with alcohol but 52.63% (n=2234) felt that alcohol is a cause of liver cancer. 63.58% (n=2234) knew that they had been vaccinated against hepatitis B. 78.95% do not know that a liver transplantation is possible. 67.59% do not know that a liver transplantation can be done in India. 68.4% are not willing to donate their organs after death.

Conclusions based on these results indicate for the Liver Care Foundation the following- To take up and develop further as part of community strategic intervention.

1. Approaching the education department to include in the science curriculum liver facts for those in the ages of 11-17.
2. A need to create awareness amongst the general population on liver diseases and liver health.
3. A need to dispel myths and misconceptions about the causes of liver diseases
4. A need to reach out to lower social-groups as part of a vaccination strategy for hepatitis B. Our results has admittedly been restricted to affluent and educated social groups
5. A need to create awareness on liver transplantation
6. A need to publicise liver transplants done in India as part of health promotional activities
7. A need to create publicity and acceptance of the concept of cadaver donation.

## **THE LIVER TRANSPLANT PERSON'S GROUP**

Initially formed as an informal group, it became a part of the foundation in 2007. They are a group of 20 transplant survivors who meet periodically to talk about everything that is related to transplants from an individual perspective: Donors, Recipients, cost of treatment at pre and post transplantation, wellbeing to mention a few from the list. Mr PB Vijay our own trustee who is a liver recipient is the convenor for this group.

In 2007, a workshop was organized to discuss issues related to organ donation within the community. They ranged from being:

1. Legal related to- The Human Organ and Transplantation Act of 1994, penalties of the Act, Role of the Authorization Committee and role of Insurance Companies
2. Medical related to- brain stem death with perspectives on liver, heart and kidney transplants; Medico-legal issues related to unclaimed accident cases brought to the Hospital; cost factor of transplants and post transplantation care
3. Human Rights and the fundamental right to life; health and other human rights instruments
4. The role of religion
5. The role of NGOs in raising awareness and raising funds
6. Organ Donor Cards and their promotion

This meeting was attended by doctors, lawyers and prospective transplant persons and survivors. The meeting concluded with strong recommendations for the need to advocate changes in the Human Organ Transplantation Act of 1994 so that hurdles currently faced by patients could be ironed out.

Activities in the area have grown organically. A book of short stories on donor and recipient experiences has been put together which should be ready for release next year. In addition, a letter was drafted and submitted to the then Union Health Minister Dr. Ambumani Ramadoss in January 2009 putting forward 16 suggestions to help facilitate the organ donation process.

Regular activities include counselling prospective transplant recipients who may be considering a transplant. Mr PB Vijay has been active in this role.

## **Future Plans**

### ***A Liver Movie***

Towards the end of the year, it was decided during our board-meeting that a movie on preventing liver diseases should be made with patient stories that can be aired. This has finally come through but we will be in a position to report more about it next year. The liver movie is an expansion of our awareness activities. We see it as a tool. There will be several areas where it will be used including our health-talks. Hopefully, it should help improve the quality of our program delivery across the community.

### ***Liver Transplantation***

#### ***A resource on live liver transplantation***

An activity was initiated with our Trustee Mr PB Vijay who helped organize a meeting with several people he knew that had liver transplants or donated a part of their liver for a loved one. Mr Vijay is also a recipient. During the meeting, we had asked these people from various walks of life to come forward and write short stories about their experiences- from diagnosis to post-transplant. We wanted to cover the emotional aspect of having gone through this procedure, the cost and other implications. We are pleased to say that all participants have submitted their stories, which have been edited and submitted to the publisher. We will be able to reveal our results next year. Hopefully this book will be useful for others opting for transplants. Written from a transplant survivor's perspective, we are sure that others will be able to identify with what they would be facing currently.

*Cadaver donation* is a concept that people know less about in the North of India. As the foundation is promoting awareness on liver, its diseases and treatments available, it is but natural that our activities need to reach out and explore this avenue for creating awareness within the community. We would require careful strategic planning on intervention through promotional activities. There will probably be more focus on this next year.

## **Compliance Report 2008-9 (Credibility Alliance Norms)**

### **1. IDENTITY**

- The Liver Care Foundation is a Public Charitable Trust registered under Registration Act, 1908 dated 18/03/2005 with Sub-Registrar-V Delhi and registration no. is 3769 in Book No. IV Volume No.2444 on Page No.168 to180.
- Trust Deed is available on request.
- The Liver Care Foundation is registered u/s 12A(b), 12(c) & 80g (5)(iv) of the Income Tax Act, 1961with the Director of Income Tax (Exemption).Registration no. u/s 12A(a): 374/93-94 dated 31/03/1994 effective from 07.02.1994 and u/s 80G: DIT(E) 2007-2008/T-9801/2896 dated 04.01.08 valid till 31/03/2010
- Visitors are welcome to the addresses given on the “contact us” link on our website. [www.thelivercarefoundation.org](http://www.thelivercarefoundation.org)

### **NAME & ADDRESS OF MAIN BANKERS:**

1. Syndicate Bank, Dhaula Kuan, New Delhi
2. HDFC Bank, Vivek Vihar, New Delhi 110065
3. Yes Bank, South Extension, New Delhi

### **NAME & ADDRESS OF AUDITORS:**

## 2. VISION AND IMPACT

**Vision:** To contribute to a 'liver disease' free world

### Mission

- To advocate and generate public awareness on Liver Health, through information, education and communication
- To assist those living with Liver Disease
- Strive continuously to bridge the global gap in the field of academics and research, relating to liver and its diseases.

### 3. GOVERNANCE - DETAILS OF Trustees: (as on March 31, 2009)

Name	Age	Sex	Position on Board	Occupation	Area of Competency	Meetings attended
Dr. Kiran Modi	55	F	Founder and Managing Trustee	Social Worker	Management, Operations, Strategy, Fundraising, Evaluation & Monitoring	All/10
Vikram Varma	43	M	Founder and Trustee	Architect	Strategy, Fundraising	All/8
Dr. Shiv K Sarin	57	M	Founder and Trustee	Medical Doctor	Strategy, Fundraising	All/10
P B Vijay	70	M	Trustee	Retired Civil Servant	Strategy, Fundraising	All/9

### 4. DETAILS OF Advisory Board Members: (as on March 31, 2009)

Name	Age	Sex	Position on Board	Occupation	Area of Competency	Meetings attended
Dr Puja Sakhuja	44	F	Member	Medical Doctor	Strategy, Fundraising	All/9
Dr B C Sharma	45	M	Member	Medical Doctor	Strategy, Fundraising	All/5
Vibhuti Sharma	46	F	Member	Social Worker	Strategy, Fundraising	All/10
Shalini Prakash	41	F	Member	Education-Professor	Strategy, Fundraising	All/7
S K Jindal	55	M	Member	Industrialist	Strategy, Fundraising	All/1

- The Liver Care Foundation Trustees and Board Members met times in the FY 08-09 on
- Minutes of Board meetings are documented and circulated. During the year, Mr. S K Jindal was appointed as the fifth member, to the Advisory Board.

- The Founder Trustees are permanent, but rotation Policy exists and is practiced for the Advisory Board Members.
- The Board approves programmes, budgets, annual activity reports and audited financial statements. The Board ensures the organisation’s compliance with laws and regulations.

## 5. ACCOUNTABILITY AND TRANSPARENCY

- No remuneration, sitting fees or any other form of compensation has been paid since inception of the Foundation, to any Founder Trustees or Board members.
- The following reimbursements have been made to Board Members:  
Travelling Expenses (to attend Board meetings) – Nil
- CEO’s REMUNERATION: We have an Executive Director who is drawing a salary of Rs 6,00,000/- pa

### REMUNERATION OF 3 HIGHEST PAID STAFF MEMBERS:

Highest Paid		Amount (Rs.)	Name
1 Highest Paid	Per Annum	3,00,000	Col A S Budhiraja
2 Lowest Paid	Per Annum	48,000	Mr Parvesh Kumar

REMUNERATION OF THE LOWEST PAID STAFF MEMBER: Rs. 1,80,000/

### STAFF DETAILS: (as at March 31, 2009)\*

Gender	Paid full time	Paid part time	Paid Consultants	Unpaid Volunteers
Male	2	0	1	0

All Trustees, Board Members, are “volunteers” giving their time pro bono. They are not included in the details above.

### DISTRIBUTION OF STAFF ACCORDING TO SALARY LEVELS (as at March 31, 2008)

Slab of gross salary (in INR) plus benefits paid to staff	Male	Female	Total
<5000	1	0	1
5,000 – 10,000	0	0	0
10,000 – 25,000	0	0	0
25,000 – 50,000	1	0	1
TOTAL	1	1	2

The staff table includes the salaries of both staff as paid in the respective categories for the year ending March 31, 2008.

- TOTAL COST OF NATIONAL TRAVEL BY ALL STAFF DURING THE YEAR: NIL
- TOTAL COST OF INTERNATIONAL TRAVEL BY ALL STAFF DURING THE YEAR: NIL

