

BHARAT SANCHAR NIGAM LIMITED

(CORPORATE OFFICE)

Bharat Sanchar Bhavan, Janpath

New Delhi-110 001

No. 4-20/2009-Restructuring

Date: 3rd May 2011

**The Chief General Managers of
All Territorial Circles
Bharat Sanchar Nigam Limited**

Subject: Project SHIKHAR implementation - extension of scheme of reimbursements, facilities, awards and incentives for sales teams in Consumer Mobility (Project Vijay), Consumer Fixed Access (Project Udaan) and Enterprise.

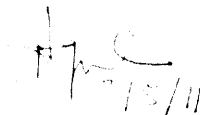
Approval of the competent authority was conveyed vide this office letter of even number dated 21st October 2009, for reimbursements, facilities, awards and incentives for Sales Teams in Consumer Mobility (Project Vijay), Consumer Fixed Access (Project Udaan) and Enterprise Units, as detailed therein. Vide subsequent letter of even number dated 8th February 2010, Channel Management Teams of Project Vijay were also granted the facility of one-time mobile of Rs.1,500/- only, if not already provided, subject to the following conditions across all projects:

- (i) They are willing to continue with the Project for at least 03 years, or
- (ii) They will have to return the handset in the event of their posting elsewhere

2. The above schemes, initially valid up to 31st March 2010, was extended from time to time and the last extension, valid up to 31st March 2011, was granted vide this office letter of even number dated 18th October 2010.

3. Vide this office letter No.64-89/2009 BB (Part I) dated 6th May 2010, sanction of the competent authority for KPI-linked incentives for Sales Teams in Consumer Fixed Access (Project Udaan) was communicated by DGM (Project Udaan) in this Office. The validity of this incentive also expired on 31st March 2011.

4. Further continuation of the above schemes beyond 31st March 2011 has been considered and it has now been decided with the approval of the competent authority to extend the above mentioned schemes for a further period of six months, i.e. up to 30th September 2011 subject to the same terms and conditions as specified earlier.



(Deepak Agrawal)
DGM (Restructuring)

Copy for information to:

1. CMD, BSNL
2. All Functional Directors, BSNL Board
3. All Executive Directors, BSNL
4. Chief Vigilance Officer, BSNL
5. CS & GM (L), BSNL
6. GM (EF), BSNL
7. Director General of Audit, P&T, Sham Nath Marg, Delhi-110054
8. Dy. Manager (OL), BSNL Corporate Office, for Hindi translation