

DM(17)/39
6/11/15

INDRAPRASTHA POWER GENERATION COMPANY LIMITED
&
PRAGATI POWER CORPORATION LIMITED
(HR DEPARTMENT)

No. DM(HR)Pol/15-16/88

Dated: 6th November, 2015

OFFICE ORDER

The Board of Directors, IPGCL/PPCL vide Resolution No. 77.2.5 and 74.2.5 dated 04.11.2015 has accorded its approval for:

1. Payment of Rs.39,000/- (Rupees Thirty Nine Thousand only) as ex-gratia in lieu of Bonus to be paid to all the regular employees of the company in Executive and Non-Executive categories for the financial year 2014-15, subject to the following conditions:-
 - i. Employees who are on the regular rolls of IPGCL/PPCL as on 31.03.2015 will be eligible.
 - ii. It is inclusive of Ex-gratia payable to eligible Group B, C & D employees.
 - iii. It is to be paid to all the regular employees in Executive and Non-executive categories who were on the rolls of IPGCL /PPCL during the financial year 2014-15.
 - iv. Employees on deputation, who have claimed any sort of Annual Incentive/Allowance etc. for the year 2014-15 based on the scheme of their parent organization shall not be entitled for payment of Ex-gratia.
 - v. Employees on deputation, who have opted for IPGCL/PPCL pay scales, are only eligible for payment of Ex-Gratia.
 - vi. It is to be worked out on pro-rata basis (calculation will be done on paid day basis) for the employees who have not worked for the entire financial year 2014-15.

[Signature]

2. Payment of Rs.10,000/- (Rupees Ten Thousand only) as ex-gratia/Bonus to the work charged personnel and personnel engaged by the Company directly on contract of Company.

Monisha Lakra
6/11/15
(Monisha Lakra)
Manager (HR)Policy

Copy to:

- 1 OSD to Chairman
- 2 Sr. PS to MD
- 3 Sr. PS/PS to all Directors
- 4 Sr. PS/PS to all EDs/GMs/Company Secretary
- 5 Manager(Fin) Establishment
- ✓ 6 DM(IT): For uploading in the company's website
- 7 Establishment Sections