

**BHARAT SANCHAR NIGAM LIMITED**  
(CORPORATE OFFICE)

Bharat Sanchar Bhavan, Janpath  
New Delhi-110 001

No. 4-20/2009-Restructuring

Date: 31<sup>st</sup> January 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.**

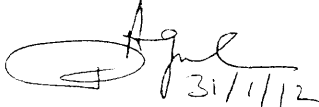
Approval of the competent authority was initially conveyed vide this office letter of even number dated 21<sup>st</sup> October 2009, for reimbursements, facilities, awards and incentives for Sales Teams in Consumer Mobility (Project Vijay), Consumer Fixed Access (Project Udaan) and Enterprise Units, as detailed therein. Vide subsequent letter of even number dated 8<sup>th</sup> 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 31<sup>st</sup> March 2010, were extended from time to time and the last extension with validity valid up to 30<sup>th</sup> September 2011 was conveyed vide this office letter of even number dated 3<sup>rd</sup> May 2011.

3. Further, sanction for KPI-linked incentives for Sales Teams in Consumer Fixed Access (Project Udaan) was conveyed vide this office letter No.64-89/2009 BB (Part I) dated 6<sup>th</sup> May 2010. Last extension of validity of this scheme conveyed vide this office letter of even number dated 3<sup>rd</sup> May 2011 also expired on 30<sup>th</sup> September 2011.

4. Further continuation of the above schemes beyond 30<sup>th</sup> September 2011 has been considered and it has now been decided with the approval of the competent authority to extend the schemes mentioned in paragraphs 1, 2 and 3 above for a further period up to 31<sup>st</sup> March 2012 subject to the same terms and conditions as specified earlier.

  
31/1/12  
(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