

DM(IT)/63
20/10/16

INDRAPRASTHA POWER GENERATION COMPANY LIMITED

&
PRAGATI POWER CORPORATION LIMITED
(HR DEPARTMENT)

(Regd. Office: Himadri, Rajghat Power House Office Complex, New Delhi – 110 002)

Corporate Identity Number (CIN) – U40103DL2001SGC111530

Website:www.ipgcl-ppcl.gov.in

No:F.44/HR/Policy/16-17/76

Dated: 20TH October, 2016

OFFICE ORDER

The Competent Authority has accorded approval for payment of Ex-Gratia / Bonus for the year 2015-16 to all the regular, contractual, work charged employees of IPGCL & PPCL including those receiving honorarium as detailed below:-

- | | | |
|-----|--|---------------|
| i) | Regular employees of IPGCL / PPCL | - Rs.46,000/- |
| ii) | Contractual, work charged employees and those receiving honorarium from IPGCL / PPCL | - Rs.23,000/- |

The amount of ex-gratia / bonus is allowed to be released subject to the following conditions:-

- (a) Employees who are on the regular rolls of IPGCL during the financial year 2015-16 will be eligible. However, the employees who have not worked for the entire financial year 2015-16 shall be entitled to Ex-gratia on pro-rata basis (calculation will be done on paid day basis).
- (b) It is inclusive of Ex-gratia payable to eligible Group B, C & D employees.
- (c) It is to be paid to all the regular employees in Executive and Non-executive categories who were on the rolls of IPGCL during the financial year 2015-16.
- (d) Employees on deputation who have claimed any sort of Annual Incentive/Allowance etc. for the year 2015-16 based on the scheme of their parent organization shall not be entitled for payment of Ex-gratia.
- (e) Employees on deputation who have opted for IPGCL pay scales are only eligible for payment of Ex-Gratia.

Sagar
20-10-16
(S.R. Sagar)
Manager (HR) I

Copy to:

1. EO to Chairman
2. Sr. PS to MD
3. Sr.PS / PS to all Directors
4. Sr. PS / PS to all EDs / CVO / Company Secretary / GMs / CMO
5. Manager (Finance)
6. Dy. Manager (IT): For uploading in the Company's Website.