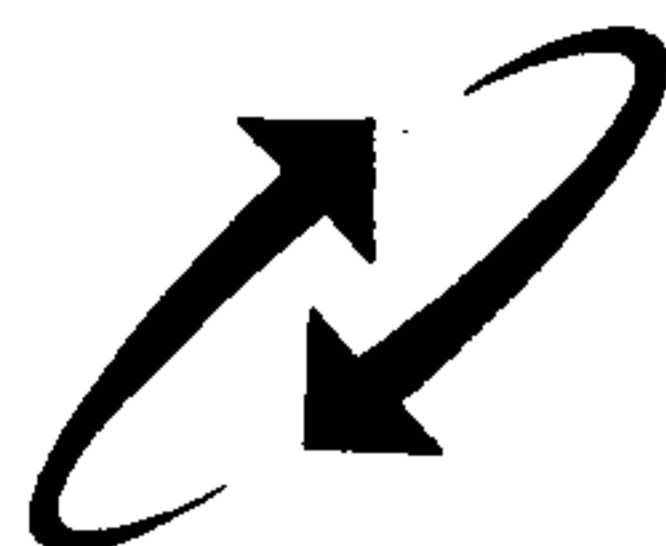


SUJATA T. RAY
DIRECTOR (HR)



भारत संचार निगम लिमिटेड
(भारत सरकार का उद्यम)
BHARAT SANCHAR NIGAM LTD.
(A Government of India Enterprises)

F. No. BSNL/5-1/SR/2016
Dated, the 27th May, 2016

MESSAGE

Sub: Conduct of membership verification of Executives' Association

I would like to mention that the membership verification process has already started to elect a majority representative Association of executive employees, for which notification was issued on 25th May, 2016. However, in the recent past, the management was in consultation with various Associations on HR issues and timelines agreed to for taking requisite steps for their speedy resolution. Despite the fact that the management has to keep in mind the guiding principle of the recognition rules, i.e. to keep all the participating associations at par during the verification process, it is assured that the management shall take all possible steps to meet the agreed timelines.

There is no denying the fact that the executives of the company understand their role and responsibilities as part of the management and the significance of Executives' Association. Today the company is on growth path due to untiring efforts of one and all. Needless to mention that the management is, was, and will always make endeavours for the welfare of the Company's executives and other employees at all levels.

In the given circumstances, it is believed that the associations will shed agitational approach for their various issues which are already under active consideration of the management; and participate whole-heartedly in the membership verification. While summing up, I urge upon all of you to cooperate with the management in the smooth conduct of membership verification.


(SUJATA T. RAY)

To

1. All CGMs - to give wide publicity to the contents of this letter
2. GSs - All Associations in BSNL