


8. WORK CULTURE & TRAINING

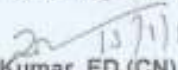
- 8.1 The recognised union has agreed to extend full support to all initiatives taken by the management for further improving the work culture.
- 8.2 Management and representative union agree to cooperate for creating a harmonious industrial relationship conducive to the growth of BSNL's share in the Telecom. services market. It has also been agreed that re-training of its employees consistent with skills and technology will be undertaken, wherever necessary, especially in the context of technological changes.

SIGNED AT BSNL CO, BHARAT SANCHAR BHAVAN, NEW DELHI ON 15th DAY OF JANUARY 2010.

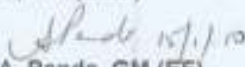
PARTIES TO THE SETTLEMENT

On behalf of BSNL Management



15/1/10
S.R. Kapoor, ED (Fin.)
Chairman, Wage Revision Committee


15/1/10
Ram Kumar, ED (CN)


15/1/10
D.P. De, GM (Estt.)

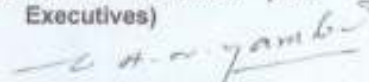

15/1/10
Smt. A. Panda, GM (EF)


15-1-10
Shakeel Ahmad, GM (SR)


15/1/10
P.K. Purwar, GM (CA)



15/1/10
L.M. Kandpal, AGM (SR-III)

On behalf of Workmen (Non Executives)


V.A.N. Namboodiri
General Secretary, BSNLEU

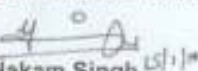

R. Venkataraman

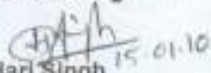

P. Abhimanyu

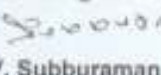

15-1-2010
P. Asoka Babu


15/1/10
B. R. Jakharia


Devi Prasad Patwa


15/1/10
Hakam Singh


15-01-10
Hari Singh


V. Subburaman


15/1/10
Suresh Kumar