

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

Bharat Sanchar Bhavan, Janpath  
New Delhi-110 001

No. 4-20/2009-Restructuring

Date: 2nd September 2013

To

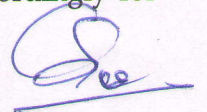
**The Chief General Managers of  
All Territorial Circles  
Bharat Sanchar Nigam Limited**

**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 handset of Rs.1,500/- only, if not already provided, subject to certain conditions. 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 these schemes expired on 31<sup>st</sup> March 2013.

3. Extension of the above schemes beyond 31<sup>st</sup> March 2013 has been considered in the light of feedback received from various quarters. It has now been decided with the approval of the competent authority to implement an **amended scheme** for reimbursements, facilities, awards and incentives for Sales Teams in Consumer Mobility (Project Vijay), Consumer Fixed Access (Project Udaan) and Enterprise Units **as contained in the enclosure to this letter**. The amended scheme will be valid for the period 1<sup>st</sup> April 2013 to 31<sup>st</sup> March 2014. Fulfilment of conditions with regard to sales, customer visits or retailer visits etc. as applicable and as prescribed in the enclosed scheme must be ensured prior to sanction of reimbursements, facilities, awards and incentives, as the case may be.

4. Heads of territorial Circles are requested to take further necessary action accordingly for implementation of the amended scheme.



(J. S. Khurana)  
DGM (Restg/WS&I)

*Encl: As above*

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.