

**STATEMENT ON MONTHLY REMUNERATION OF EXECUTIVES AND UNIONIZED
EMPLOYEES INCLUDING THE SYSTEM OF COMPENSATION**

The remuneration of the Executives of the Company is governed by the guidelines of the Department of Public Enterprises, Government of India. The pay scales of Executives are of Industrial DA pattern.

The remuneration of Unionized Employees is fixed through negotiations with the recognized trade union subject to the overall guidelines of Department of Public Enterprises, Government of India. The monthly emoluments of Executives and Unionized Employees at various grades are given below:

a) Executives:

Grade	Pay Scale (In ₹)	Indicative Designation
A	50000 - 160000	Engineer / Officer
B	60000 - 180000	Senior Engineer / Senior Officer
C	80000 - 220000	Superintending Engineer / Manager
D	90000 - 240000	Deputy Chief Engineer / Senior Manager
E	100000 - 260000	Chief Engineer / Chief Manager
F	100000 - 260000	Deputy General Manager
G	120000 - 280000	General Manager
H	120000 - 280000	Chief General Manager
I	150000 - 300000	Executive Director

b) Unionized Employees:

Grade	Pay Scale (In ₹)	Indicative Designation
I	22800 - 59000	Jr. Support Staff-1/Security Guard-1
II	25000 - 69000	Jr. Support Staff-2/Security Guard-2
III	26600 - 90000	Support Staff-1/Security Guard-3/Jr. Office Assistant-1/Jr. Technician-1/ Jr. Technical Assistant-1/Jr. Paramedical Technician-1
IV	29000 - 110000	Support Staff-2/Security Guard-4/Jr. Office Assistant-2/Jr. Technician-2/ Jr. Technical Assistant-2/Jr. Paramedical Technician-2
V	32000 - 127000	Sr. Support Staff-1/Sub Inspector-1/Office Assistant-1/Technician-1/ Technical Assistant-1/Paramedical Technician-1/Nurse-1/Pharmacist-1
VI	35500 - 136000	Sr. Support Staff-2/Sub Inspector-2/Office Assistant-2/Technician-2/ Technical Assistant-2/Paramedical Technician-2/Nurse-2/Pharmacist-2
VII	37500 - 145000	Sub Inspector-3/Sr. Office Assistant-1/Sr. Technician-1/Sr. Technical Assistant-1/Jr. Engineer-1/Paramedical Technician-3/Staff Nurse-1/ Pharmacist-3
VIII	40900 - 155000	Sub Inspector-4/Sr. Office Assistant-2/Sr. Technician-2/Sr. Technical Assistant-2/Jr. Engineer-2/Paramedical Technician-4/Staff Nurse-2/ Pharmacist-4
IX	43300 - 167000	Inspector-1/Assistant Office Superintendent-1/Associate Engineer-1/ Scientific Assistant-1/Sr. Paramedical Technician-1/Sr. Staff Nurse-1/ Sr. Pharmacist-1
EG-I	48125 - 175000	Inspector-2/Assistant Office Superintendent-2/Associate Engineer-2/ Scientific Assistant-2/Sr. Paramedical Technician-2/Sr. Staff Nurse-2/ Sr. Pharmacist-2
EG-II	57750 - 191000	Inspector-3/Assistant Office Superintendent-3/Associate Engineer-3/ Scientific Assistant-3/Sr. Paramedical Technician-3/Sr. Staff Nurse-3/ Sr. Pharmacist-3
EG-III	67375 - 196000	Sr. Inspector-1/Office Superintendent-1/Sr. Associate Engineer-1/ Sr. Scientific Assistant-1/Sr. Paramedical Technician-4/Sr. Staff Nurse-4/ Sr. Pharmacist-4
EG-IV	77000 - 211750	Sr. Inspector-2/Office Superintendent-2/Sr. Associate Engineer-2/ Sr. Scientific Assistant-2/Sr. Paramedical Technician-5/Sr. Staff Nurse-5/ Sr. Pharmacist-5

Note: In addition to above, the Company offers Company accommodation/leased accommodation, conveyance expenses, leave encashment, free medical benefits, Gratuity/PF, etc.