## कोल इण्डिया लिमिटेड

महारत्न कम्पनी

(भारत सरकार का उपक्रम) कॉरपोरेट पहचान सं. L23109WB1973GOI028844 एक्शन एरिया-1ए, न्यू टाउन, राजरहाट,कोलकाता-700156 फोनः 033-23246528, फैक्सः 033-23244140

वेबसाइटः www.coalindia.in

Ref. No. CIL/C5A(PC)/PRP/2016/ / 82 9



## **Coal India Limited**

A Maharatna Company

(A Govt.of India Enterprise)

Corporate Identity No.- L23109WB1973GOI028844

Action Area-1A,New Town,Rajarhat,Kolkata-700156
PHONE; 033 23246528, FAX- 033-23244140

WEBSITE: www.coalindia.in

Date: 22.11.2016

## OFFICE MEMORANDUM

Sub: Payment of balance amount of Performance Related Pay (PRP) for the period 2007-08 & 2008-09

CIL Board at its 322<sup>nd</sup> meeting held on 13.11.2015 accorded its approval for payment of PRP for the years 2007-08 & 2008-09. Accordingly, the approval was communicated vide OM No. CIL/C5A(PC)/738 dated 18.11.2015 and subsequent OM No. CIL/C5A(PC)/859 dated 21.12.2015 for payment of PRP by taking 0.9 and 0.6 as "R" factors for computation of PRP for the years 2007-08 and 2008-09 respectively.

Now, based on the amount of PRP paid for the years 2007-08 and 2008-09 and the balance corpus available, a proposal for revision of "R" factors as 1.00 and 0.70 for years 2007-08 and 2008-09, respectively, was placed before the Functional Directors' meeting. The Functional Directors of CIL at their 165<sup>th</sup> meeting held on 11.11.2016 deliberated on the matter and accorded their approval for payment of the balance amount of PRP by taking "R" factors as brought out in the Agenda Note for the period 2007-08 and 2008-09.

Accordingly, the approval is hereby communicated for payment of balance amount of PRP, arising out of computation of the same by taking the "R" factors as 1.00 and 0.70 for the years 2007-08 and 2008-09 respectively, to all the eligible Board level and below Board level executives of CIL and subsidiaries.

All other terms and conditions, as communicated from time to time with regards to the payment of PRP for the years 2007-08 and 2008-09, shall remain the same.

Since this being the final payment of PRP for the years 2007-08 and 2008-09, any excess payment paid in this regard shall be adjusted from the payable amount.

This issues with the approval of the competent authority.

(Charles Juster) Dy. General Manager (P/PC)

) NUTE 2/11/2016.

## Distribution:

- 1. The CMDs, ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL
- 2. The Director (P&IR)/Director (T)/ Director (F)/ Director (M), CIL, Kolkata
- 3. The CVO, CIL, Kolkata
- 4. The Director (F)/ (P), ECL/BCCL/CCL/NCL/WCL/SECL/MCL
- 5. The Director (T/ES), CMPDIL, Ranchi
- 6. The CGM/TS to Chairman, CIL, Kolkata
- 7. The GM/ HOD (P/EE), ECL/BCCL/CCL/NCL/WCL/SECL/MCL/CMPDIL
- 8. The ED (IICM), Ranchi
- 9. The General Manager (Finance)/General Manager (P/EE), CIL, Kolkata
- 10. The General Manager, NEC
- 11. The General Manager, CIL, New Delhi
- 12. The GM (System), CIL with a request to upload the same on CIL website.