

JCT LIMITED- PHAGWARA

June 10,2016

Office Order No. 38

Sub: Modification of Electrical Equipments/Gadgets Policy

In partial modification of the Electrical Equipments/Gadgets Policy framed vide Office Order No. 34 dated 06th May,2016 for the executives working at the level of Assistant Officers and above at Unit Phagwara of the Company, following additions are made therein:

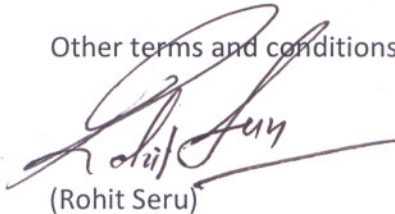
1. The life span of the electrical gadgets already provided or to be provided to the eligible employees for use at their residences is fixed as tabulated below:

Name of Electrical Gadget	Life span fixed (in years)
Window AC with Stabilizer	11
Refrigerator	11
Geyser	11
Ceiling Fans	11

2. Request for the replacement of any of these gadgets with the new one shall be entertained only on completion of the fixed life span, subject to the buyback of previously allotted gadgets by the concerned executive on written down value.
3. It is also applicable to the executives who were allotted accommodation within Thapar Colony alongwith the already installed old electrical gadgets therein, subject to the buyback thereof as per clause (2) above.

The above modifications come into effect with immediate effect.

Other terms and conditions of the Electrical Equipments/Gadgets Policy remain same.



(Rohit Seru)
EXECUTIVE DIRECTOR

BSR

Copy to

- Sr. Vice President (T)
- Vice President (HR & IR)
- Sr. General Manager (F&A)
- Sr. General Manager (Commercial)
- General Manager (Engg.)
- General Manager (Civil)
- AGM (Admn.)