

**LARSEN & TOUBRO LIMITED
MUMBAI**

27th October, 2012

C I R C U L A R

**L&T Employees Welfare Foundation
Launching of Various Schemes**

The Trustees of L&T Employees Welfare Foundation (LTEWF) have approved various Schemes as follows:

I. EDUCATION

1. Provide scholarship to meritorious students for doing graduation in Engineering & Medicine.
2. Support studies for differently abled children of employees.
3. Recognise & Reward National and State level scholarship examination winners.
4. Recognition & Prize for Academic Performance. (Transfer of the existing scheme from the Company to L&T Employees Welfare Foundation with enhanced limits).

II. MEDICAL SUPPORT

5. Medical Assistance scheme for Life Threatening Diseases (LTDs) - existing limit increased. (This scheme also covers retired employees).
6. Support medical treatment for differently abled children. (Transfer of the existing scheme from the Company to L&T Employees Welfare Foundation with enhanced limits).

III. SPORTS & GAMES

7. Recognize & Reward Excellence in Major sports & games at National & International Levels.

IV. OTHERS

8. Support towards training & education to help in rehabilitating spouse of deceased employees or of fully incapacitated employees to become employable.
9. Support education of children of employees who died while in service/fully incapacitated while in service. (Transfer of the existing scheme from the Company to L&T Employees Welfare Foundation with enhanced limits).

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The above Schemes will cover employees of Larsen & Toubro Limited, its Subsidiary and Associate Companies, beneficiaries being employees, their children & spouses of the expired/incapacitated employees.

The Management has formed Apex Panel/Sub Panels to scrutinize and recommend to Trustees payments under various schemes. The names of the panel members scheme wise is given in the enclosed Annexure.

The Trustees are releasing the circulars giving the details of the Schemes separately.

These Schemes are in line with our philosophy to be of assistance to our employees.

I place on record my appreciation of the decision of the Trustees and also appreciate the efforts of the team who worked in the formulation of the schemes.

Sd/-

A.M.NAIK
EXECUTIVE CHAIRMAN

Circulation:

EMC Members

Sr. VPs EVPs VPs

GMs JGMs AMs

Heads of S&A Companies

CHR&P SEC TRV EST CCD SSC

Notice Boards

Formation of Apex Panel/Sub Panels for various Schemes

The panel will scrutinize and process applications received under each scheme and send their recommendation to the Apex Panel who in turn will forward it to the Trustees. Based on the recommendations the trustees will grant the disbursement of the amounts as per the scheme.

APEX PANEL :

1. Mr. Ajit Singh
2. Dr. KJ Kamat
3. Mr. Henry Karkada
4. Mr. Ashok Shahane

SUB PANELS :

I. Education :

1. Mr. Bhuvan Damahe - Principal , LTIT
2. Ms. Shatabdi Basu Gupta - DGM , Corporate HR
3. Ms. Madhuri Purandare – Manager , Powai Welfare Services (As Facilitator)

II. Medical :

1. Dr. Narendra Palan – Head , Powai Medical Services
2. Ms. Shatabdi Basu Gupta - DGM , Corporate HR
3. Ms. Madhuri Purandare – Manager , Powai Welfare Services (As Facilitator)

III. Sports :

1. Mr. Sanjay Jadhav – DGM , Powai Works Personnel
2. Ms. Shatabdi Basu Gupta - DGM , Corporate HR
3. Ms. Madhuri Purandare – Manager , Powai Welfare Services (As Facilitator)

IV. Others :

1. Dr. Narendra Palan – Head , Powai Medical Services
2. Ms. Shatabdi Basu Gupta - DGM , Corporate HR
3. Ms. Madhuri Purandare – Manager , Powai Welfare Services (As Facilitator)
