Rules of Sana Nagar Sugar Mills Ltd., Calcutta,
Employees' Group Gratuity-cum-Life Assurance Scheme.

SECTION I

DEFINITIONS, ELIGIBILITY & REQUIREMENTS FOR MEMBERSHIP.

1. DEFINITIONS:

In these Rules, the following words and expressions shall have meanings assigned to them as follows:

i) "the Company/the Employer/the Firm" shall mean Sana Nagar Sugar Mills Ltd., Calcutta, and shall include any company, corporation or association which may and shall include by purchase, amalgamation or otherwise, take over in whole or in part the business of the Company/Firm and which shall enter into a deed in such form as the Trustees shall require, undertaking to continue the obligations of the Company/Firm under these presents and releasing the Company/Firm from all further liabilities thereof.

ii) "the Corporation" shall mean the Life Insurance Corporation of India, established under Section 5 of the Life Insurance Corporation Act, 1956;

iii) "the Commissioner of Income Tax" shall mean the person appointed as such under sub-section 2 of Section 117 of the Income Tax Act, 1961 and having jurisdiction over the Fund;

iv) "the Trust Deed" shall mean the Trust Deed executed by the Company and all amendments made thereto from time to time;

v) "the Fund" shall mean the Gratuity Fund as described in the Trust Deed;

vi) "the Scheme" shall mean the Sana Nagar Sugar Mills Ltd., Calcutta, Employees' Group Gratuity-cum-Life Assurance Scheme, described in these Rules;

vii) "the Rules" shall mean the Rules of the Scheme as set out below and as amended from time to time;

viii) "the Trustees" shall mean the Trustees for the time being of the Fund;

ix) "the Employer" shall mean the permanent Employees of the Employer other than Directors, personal and domestic servants and shall be deemed to include whole time Directors working directly in the Company.

x) "the Eligible Employees" shall mean the persons who shall be eligible to receive the benefits of the Scheme as the Act of the Scheme in these Rules, and who are Eligible Employees.

xi) "ad hoc Members" shall mean persons who, as Eligible Employees, join the Scheme and become entitled to benefits thereunder.
2. THE TRUSTEES TO ACT FOR THE EMPLOYER AND MEMBERS:

The Trustees shall act for and on behalf of the Employer and the Member and every act done by the Trustees, in consultation with or on instructions of the Employer, in matters where the Employer has discretion under the Rules or is concerned, shall be binding on the Employer and the Members. Every act done by agreement made with and notice given to the Corporation by Trustees, shall be binding on the Employer and the Members.

3. (a) ELIGIBILITY:

The Employes who satisfy the following condition shall be eligible to participate in the Scheme. "Employees who, on the Entry Date" are aged not less than 18 years and have been actually employed by the Employer for not less than 240 days.

Employees who are in the service of the Employer on the Effective Date and satisfy the above conditions shall join the Scheme as from that date. Present Employees who do not satisfy the above condition on the Effective Date and Employees appointed by the Employer after the Effective Date shall join the Scheme on the Entry Date which is coincident with or which next follows the date on which they satisfy the said condition.

It shall be a condition of service for future employees that they must join the Scheme on the Entry Date coincident with or next following the date on which they become eligible.

(b) No Member shall withdraw from the Scheme while he is still an Eligible Employee in the service of the Employer.

4. EVIDENCE OF AGE:

Evidence of age of every Eligible Employee, satisfactory to the Corporation shall be furnished before he is admitted to the membership of the scheme and if the age of the Member be conclusively proved later to have been incorrectly stated in the evidence submitted, the Members shall not be entitled to any prior benefits under the Scheme than what he would have received and his correct age be stated on the Entry Date. The Corporation shall have the right to make such adjustment in the benefits as it may in its absolute discretion decide having regard to the normal practice in this behalf for the time being in force.
5. **EVIDENCE OF INSURABILITY**

For the purpose of effecting Assurance under the Assurance Plan in respect of the Member, evidence of insurability satisfactory to the Corporation will be required prior to each eligible Employee's entry into the Scheme and on each occasion when an increase in Sum Assured under the Assurance is to be granted.

If, in the opinion of the Corporation, the evidence submitted is not satisfactory or other special hazards exist, the Corporation may vary the terms of acceptance of the risk in respect of the Member. In case the evidence submitted makes the life of the Member ineligible for insurance on his Entry Date for Initial Sum Assured or on any subsequent Renewal Date on which the Member is declared to be uninsurable, the Corporation's decision about the insurability of the employee shall be final and binding on the Members and the Trustees.

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6. **CONTRIBUTIONS**

   (a) **Annual Contributions**: There shall be duly paid for each Member annually in advance on the Entry Date and subsequent Annual Renewal Dates, such contributions as are required to secure the Assurances hereinafter described. The Contributions shall be paid throughout the future service of the Member until his Superannuation Date, unless determined earlier under the Rules.

   When the Sum Assured under the Assurance is changed, the annual contributions payable for the Member shall be appropriately adjusted. The Contributions shall be ascertained by the Corporation under the appropriate plans of Assurances.

   (b) **Additional Contributions**: In addition to the contributions payable under paragraph (a) above, the Employer shall pay to the Trustees contributions of an amount which shall be determined by the Corporation and the Corporation shall require the Employer to pay these additional contributions to the Trustees for the purpose of the Scheme. The said contributions shall, however, not be paid to the Corporation but shall be held by the Trustees in the Trustee's Account for any other Account as the Trustees may deem appropriate. The Trustees shall have absolute and uncontrolled discretion to utilise out of these contributions or the Surplus Account any sum which together with the benefits under the Scheme, may be required to make up the whole of the amount of gratuity due to the Member under the provisions of Appendix (1) hereinafter.

   PROVIDED HOWEVER that if the balance to the credit of Surplus Account together with the sum payable under the provisions of the Rules is insufficient to make up the whole of the amount accrued and payable to the Member according to the said Appendix (1), the Employer shall pay to the Trustees such additional contribution as may be required to make up the deficiency in the gratuity payable to the Member.
xii) "Original Members" shall mean Eligible Employees who become members of the Scheme on the Effective Date;

xiii) "Nominees" shall mean the person nominated by the Member from among the members of his family which for the purpose of the employees covered by payment of Gratuity Act, 1972 shall be deemed to consist of:

a) in the case of a male member himself, his wife, his children whether married or unmarried, his dependant parents and the widow and children of his predeceased son, if any, and

b) in the case of a female member herself, her husband, her children whether married or unmarried, her dependant parents and the dependant parents of her husband and the widow and children of her predeceased son, if any.

NOTE: The employees who are not covered by the payment of Gratuity Act, the 'family' means the employee's spouse, legitimate children, step children and dependant parents, sisters and brothers.

The employees who do not have a family at the time of making a nomination may make the nomination in favour of any person or persons.

xiv) "the Policy" shall mean the Master Policy, which incorporates the Assurances effected under these Rules for the benefit of the Members and which Policy shall be held by the Trustees;

xv) "the Effective Date" in relation to the Scheme, shall mean the 1st day of ___.__.19___, the date from which the Scheme takes effect;

xvi) "Annual Renewal Date" in relation to the Scheme, shall mean the 1st day of ___.__.19___, and the 1st day of ___.__.___ in each subsequent year;

xvii) "Entry Date" shall mean (a) in relation to the Original Members, the Effective Date and (b) in relation to new Members, admitted to the Scheme after the Effective Date, the 1st day of the month which is coincident with or which next follows the date on which they become eligible;

xviii) "Renewal Date" in relation to the Member, shall mean the relevant Annual Renewal Date subsequent to the Entry Date;

xix) "Superannuation Date" shall mean in respect of the Member, the date on which he attains the age of ___ years, on attainment of which the member shall vacate the employment;

xx) "Service" shall mean continuous and uninterrupted service rendered by the Member to the Employer and includes service, which is interrupted by sickness, accident, leave, lay-off, strike or lock out or cessation of work not due to any fault of the Member concerned. For the purpose of calculating the amount of gratuity, a period of 6 months or over shall be reckoned as one year. In the case of a Member who is not in uninterrupted service for one year, he shall be deemed to be in continuous service if he has been actually employed by the Employer during the period for not less than 260 days.
iii) Special Contributions: Subject always to any general or specific directions given by the Commissioner of Income Tax, the Employer may pay any sum to the Trustees by way of special contributions, and, upon paying such sum, shall give instructions to the Trustees as to their allocation for the benefit of all or specified Members or their dependents and the dates as of which the said contributions may be appropriated, the contributions shall be paid by the Employer or contingently on the Named Member in respect of the Member's service prior to the date of his admission to the Membership of the Scheme.

PROVIDED THAT in any case the contributions payable by the Employer in respect of any Member in terms of paragraph (i) and (ii) hereof shall not exceed 30% of the salary of the Member for the year in respect of which the contribution is paid.

iv) The expenses of administration of Fund and the Scheme incurred by the Trustees shall be borne by the Employer, the Employer shall not claim such expenses as deductible expenses in computing his business profits or losses for the purpose of Income Tax Assessment.

### Section III

**Assurances:**

7. (a) Assurance: Subject to the provisions of Rule 5, appropriate assurances on the life of each Member under a plan suitably combining One Year Renewable Group Term Assurance with Pure Endowment (with return of premium) will be effected to secure the benefits as described in Section IV. All assurances necessary to provide the benefits shall be effected only with the Corporation.

(b) Changes in Assurances: Subject to the provisions of Rule 5, when the Member's salary is changed, the assurances affected in respect of him will be appropriately adjusted. Such adjustment in assurance shall be effected on the annual renewal date which is coincident with or which next follows the date on which the change in salary becomes effective.

(c) Limitation of Assurance: If the contributions payable in respect of the Member under Rule 6 are not sufficient to secure the benefits as described in Section IV, below, the benefits in respect of the Member shall be reduced to an amount as can be secured by the contributions.

### Section IV

8. **Benefits on Survival to Superannuation Date**

Upon a Member's retirement at Superannuation Date, there shall become payable to the Trustees, for the benefit of the Member, an amount equal to 18 days wages/salary as on the annual renewal date last preceding the Superannuation Date, multiplied by the total number of years of service completed by the Member, subject to a maximum of 20 months' salary.

The Trustees shall pay the benefits to the Member in accordance with the provisions of Appendix 1.

Members who have not rendered 5 years' service shall not be entitled to any benefits hereunder.

Assurances effected in respect of such members would be suspended by the Trustees and the Surrender Value credited to Survival Account.
9. BENEFITS ON DEATH WHILST IN SERVICE BEFORE SUPERANNUATION DATE:

In the event of death of the Member before Superannuation Date whilst he is in Service of the Employer, there shall be paid to the Trustees a sum which shall be the total of:

(i) the sum, if any, for which the Member's life was insured under Term Assurance on the date of death, and

(ii) the value of Assurance under Pure Endowment.

The Trustees shall pay to the nominee the benefits in accordance with the provisions of Appendix (I).

10. BENEFITS ON RETIREMENT AFTER SUPERANNUATION DATE OR DEATH WHILST IN EXTENDED SERVICE:

If, with the consent of the Employer, a Member remains in Service after Superannuation Date, no further contribution will be payable in respect of him. The payment of benefits will be deferred until his actual retirement or death during such extended service. Upon the Member's actual retirement or death, there shall be paid to the Trustees the sum that would have become payable had the Member retired at Superannuation Date, together with interest thereon at the rate to be determined by the Corporation on the said date calculated up to the date of his actual retirement or the date of death, as the case may be and the Trustees shall pay to the Member or the nominee as the case may be, the benefits in accordance with provisions of Appendix (I).

11. RETIREMENT PRIOR TO SUPERANNUATION DATE OR RESIGNATION FOR DISABILITY DUE TO ACCIDENT OR DISEASE:

If the Member retires before the Superannuation Date, the Surrender Value of the Pure Endowment effected in respect of his shall become payable to the Trustees and the Trustees shall pay to the Member the benefits in accordance with the provisions of Appendix (I).

Term Assurance Cover shall cease as from the date the Member ceases to be in Service.

Continuation of Life Assurance During Absence of Member:

(i) In the case of absence due to injury, illness, etc., the cover may be continued during the period of absence provided that such period shall not exceed (a) or (b) as stated below, whichever expires earlier.

(a) The actual period for which the employer retains the insured employee in his service in terms of the service conditions.

(b) From the date on which the insured employee first becomes absent due to injury, illness, etc., till the next policy anniversary and two more policy years.

__________________________

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16. **Discontinuance of Contributions:**

(a) In the event of the discontinuance of the contributions to the Scheme, the Trustees hereunder shall, however, continue until the assets of the Scheme have been distributed as provided in the Trust Deed.

(b) The Pure Endowment Assurances will be converted into paid-up assurances for reduced benefits which will become payable on the Superannuation Date of the Member or the value of Assurance shall become payable on cessation of service or on the death of the Member.

Alternatively, the Trustees may surrender the Master Policy and realise the surrender value thereof.

17. **Jurisdiction:**

All assurances issued under the Scheme shall be Indian contracts. They shall be subject to the laws of India including the Indian Insurance Act, 1938, as amended, the Estate Duty Act, 1953 as amended, the Life Insurance Corporation Act, 1956, the Income Tax Act, 1961, the Payment of Gratuity Act, 1972 wherever applicable and to any legislation subsequently introduced. All benefits under the Scheme shall be payable only in India. Should anything contained in these rules, or in any amendment made thereof, be repugnant to any provision or provisions of the said Act, or any regulations issued under the said Act, it shall be ineffective to the extent of such repugnance.

If anything contained in these Rules is in contravention of the provisions of the Payment of Gratuity Act, 1972, or the Rules made thereunder, which are applicable the provisions of the said Act and Rules shall prevail.

18. **Rates of Premium and Conditions of Assurance:**

The rates of premium and conditions under which the Corporation is prepared to arrange the scheme shall be subject to an agreement between the Trustees and the Corporation. By giving three months' written notice, taking effect on and from the next following Annual Renewal Date, the conditions of assurance and rates of premium may be amended from time to time in respect of all Assurances on the lives of new entrants to the Scheme and additions to assurances of existing members to be affected on and from the date of expiry of such notice. Assurance existing at the time of such alteration or alterations shall not be affected in any way.

By giving three months' notice in writing effective on the next following Annual Renewal Date, the Corporation has the right to terminate the Term Assurance and reissue them on such terms and conditions as the Corporation shall decide.
(c) Where a Member has a family at the time of making a nomination, the nomination shall be in favour of one or more members belonging to his family. Any nomination made by the Member in favour of a person not belonging to his family shall be invalid.

(d) If at the time of making a nomination, the Member has no family, the nomination may be in favour of any person or persons, but if the member subsequently acquires the family, such nomination shall forthwith be deemed to be invalid and the Member may be allowed to make a fresh nomination in favour of one or more members of his family.

(e) A nomination made by a Member may, at any time, be modified by him, after giving a written notice to the Trustees in the manner as prescribed by the Payment of Gratuity Act, 1972, wherever applicable. If the spouse predeceases the Member, who may thereafter make a fresh nomination in respect of such interest, if the Member has not made a nomination, then the benefits shall be paid to his heirs.

(f) A nomination or its modification shall take effect to the extent if it valid on the date on which it is received by the Trustees.

22. INTERPRETATION OF RULES

It shall be a condition of membership of the Scheme that on any question arising on any point of interpretation of these rules or any point relating to admission of new members and cessation of Membership, the decision of the Trustees shall be final. If the decision has any bearing on the provisions of Part 'C' of the Fourth Schedule of the Income-tax Act, 1961 or the Rules made thereunder, it shall be forthwith reported to the Commissioner of Income-tax and if the Commissioner of Income-tax so requires, the Trustees shall review the decision.

[Signatures]
APPENDIX (1)

CONTINGENCIES ON THE HAPPENING OF WHICH BENEFITS BECOME PAYABLE

1) After the Member has rendered service of not less than 6 years upon his retirement on or after Superannuation Date.

2) Upon death of the Member whilst in service after Superannuation Date or upon the Member becoming disabled due to accident or disease (rendering the employee incapable of performing work which he was capable of performing before the accident or disease resulting in such disability),

3) In the event of the death of the Member before Superannuation Date whilst in the service of the Employer.

15 days' salary/wages of the Member as on the date of retirement for each year of service subject to a maximum of 20 months' salary/wages.

15 days' salary/wages of the Member as on the date of death or disablement for each year of service subject to maximum of 20 months' salary/wages.

In respect of a Member who is declared to be insurable and for whom life cover has been granted.

[15 days' salary/wages of the Member as on the Annual Renewal Date last preceding the date of death for each year of his Anticipated Service up to the Superannuation Date but for his earlier death subject to a maximum of 20 months' Salary/Wages.

PROVIDED THAT the benefits payable hereunder shall not be less than the benefits in paragraph (c) below.

NOTE: "Anticipated Service" shall mean the service which the Member would have completed had he lived up to his Superannuation Date.

(b) In respect of a Member who is declared to be insurable on the Entry Date and/or Annual Renewal Date, but uninsurable on subsequent Annual Renewal Dates.

(i) Sum for which the Member's life was assured by the Company under Term Assurance on the date of death of the Member.

(ii) The Value of Assurance under Pure Endowment.
PROVIDED THAT the total benefits payable vide (i) and (ii) above shall not be less than the benefits in paragraph (c) below.

(c) In respect of Member who is declared to be uninsurable on the Entry Date and Annual Renewal Dates:

15 days' salary/wages of the Member as on the date of death for each year of service up to the date of death, subject to a maximum of 20 months' salary/wages.

4. After the Member has rendered service for not less than 5 years upon his retirement or resignation from service of employer, prior to Superannuation Date, 15 days' salary/wages of the Member as on the date of leaving service, for each year of service, subject to a maximum of 20 months' salary/wages.

NOTES:
(1) Gratuity shall be wholly forfeited in case of termination of service of the Member(s) for (a) wilful or disorderly conduct or any act of violence on his part, or (b) for any act which constitutes an offence involving moral turpitude committed by him in the course of his employment.

(2) In case of termination of service for any act, omission, or negligence by the Member causing any damage or loss to or destruction of property belonging to the Employer, gratuity above shall be forfeited to the extent of the damage or loss so caused.

(3) All gratuity benefits payable in respect of any member under the Scheme shall be paid only in lump sum.

(4) Salary for the purpose of this Appendix shall mean salary as defined in Rule 1 (xxi).

(5) Service for the purpose of this Appendix shall mean service as defined in Rule 1 (xx).
FORM OF NOMINATION

The Trustees,

I, Shri/Sir/Kind

whose particulars are given in the statement below, hereby nominate the person(s) mentioned below, to receive the gratuity standing to my credit, in the event of my death before that amount has become payable or having become payable, ______ has not been paid and direct that the said amount of gratuity shall be paid in proportion indicated against the name(s) of the nominee(s).

1. I hereby certify that the person(s) mentioned is/are member(s) of my family.

2. I hereby declare that I have no family.

3. (a) My father/mother/parent(s) is/are not dependent on me;

   (b) My husband's father/mother/parent(s) is/are not dependent on my husband.

4. I have excluded my husband from my family by a notice dated the.

5. Nomination made herein invalidates my previous nomination.

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<tr>
<th>NOMINEE(s)</th>
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<tr>
<td><em>Name in full with</em></td>
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<tr>
<td>Full address of Nominee(s).</td>
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<tr>
<th>STATEMENT</th>
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<tbody>
<tr>
<td>1. Name of the Member in full.</td>
</tr>
<tr>
<td>2. Sex.</td>
</tr>
<tr>
<td>3. Whether Married/ unmarried/Widow/Widower.</td>
</tr>
<tr>
<td>4. Religion.</td>
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<tr>
<td>5. Department/Branch.</td>
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<td>6. Post held with Ticket or serial No., if any.</td>
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<tr>
<td>7. Date of appointment.</td>
</tr>
<tr>
<td>8. Permanent address.</td>
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<tr>
<th>Village</th>
<th>Thana</th>
<th>Sub Division</th>
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<tr>
<td>Post Office</td>
<td>District</td>
<td>State</td>
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</table>

PLACE:______________

DATE:______________

Signature/Thumb Impression of the Member:
DECLARATION OF WITNESS

Nomination signed/thumb impressed before me:

Name in full and full address of witnesses:

1.

2.

Place:

Dated:

Certified by the Trustees:

Certified that the particulars of the above nomination have been verified and recorded:

Date:

Signature of the Trustees:

PLACE:

________________________

ACKNOWLEDGMENT OF THE MEMBER

Received the duplicate copy of nomination filled in by me and duly certified by the Trustees:

Date:

Signature of the Member:

NOTE: STRIKE OUT THE WORDS/Paragraph NOT APPLICABLE.

[Signatures]

[Handwritten notes]
TO BE FILLED IN WHERE PAYMENT OF GRATUITY ACT 1972 IS NOT

(APENDIX - III)

FORM OF NOMINATION.

Name of Fund: Gratuity Fund

1. Name of Employee: [Surname]
2. Sex: [IN BLOCK LETTERS]
3. Religion: 
4. Father's Name: 
5. Husband's Name: [For married woman only]
6. Marital Status: [Married, unmarried, widow]
7. Date of birth: Day: Month: Year:
8. Permanent Address:
   Village: [Village Name]
   Post Office: [Post Office Name]
   State: [State Name]

I hereby nominate the person(s) mentioned below to receive the
amount of Gratuity in the event of my death before that amount
becomes payable, or having become payable, has not been paid,
and direct that the said amount shall be distributed among
the said person(s) in the manner shown against their names:

Name and address of Nominee's relationship Age of Nominee or nominee, with number, Nominee of Gratuity to be paid to each Nominee.

1. Certified that I have no family and should I acquire family
   thereafter, the above nomination should be deemed as cancelled.
2. Certified that my father/mother/sister(s)/minor brother(s) is /are dependent upon me.

Dated this ______ day of _______ 19___ at ______.

Two Witnesses to signature:
1. 
2. 

Certified that the above declaration has been signed by Shri/Smt. 
the entries have been read over to him/her by me.

Dated: [Signature of the holder of the certificate]

*Depute Inapplicable words

**This column should be filled in so as to cover the whole of the amount of Gratuity that may be payable in the event of his death.
RAJASTHAN STATE GANGANAGAR SUGAR MILLS LTD

4th Floor, Nehru Sabhawar Building,
Dr. B.R. Ambedkar Road,
Jodhpur - 342 001
RAJASTHAN

THE GANGANAGAR SUGAR MILLS EMPLOYEES GROUP INSURANCE SCHEME

Resolution No. 30.0.895

In compliance with resolution No. 3, passed in Board of Directors meeting held on 21.03.95, existing figure of 85,000/- in second line of para 11.6 of appendix (f) of the Ganganagar Sugar Mills Employees Group Security-Cum-Redemption Assurance Scheme is hereby substituted by the figure of 1,00,000/-.

The existing item of 85.00,00/-(f) is deleted and amended accordingly. These amendments will be effective from 27.03.1995.

[Signature]

Shri S. D. Miglani
Manager (HR), Rajasthan State Ganganagar Sugar Mills Ltd.

No.

Copy to:

2. Secretary,
3. Dy. General Manager (Dep.),
4. Dy. General Manager (Dep.),
5. Dy. General Manager (Dep.),
6. Manager (All.), Rajasthan State Ganganagar Sugar Mills Ltd.

[Signature]

Secretary.
RAJASTHAN STATE CANNANAGAR SUGAR MILLS LIMITED
14TH FLOOR: NEHRU SANKAR BHAWAN: BHAWANI SINGH
ROAD: JAIPUR


ORDER

The Director-in-Charge has been pleased to accord sanction for revision in limit for Payment of Gratuity from Rs. 2,50,000/- to Rs. 3,50,000/- w.e.f. 24.9.1997 in pursuance of the amendment in Section 4(3) of the Payment of the Gratuity Act, 1972 made by the Parliament by passing the Payment of Gratuity Amendment Act, 1998 (No. 11 of 1998) on 22nd June, 1998.

The existing figures Rs. 2,50,000/- in second line of note No. 9 of appendix (1) of the Cannaagar Sugar Mills Employees Group Gratuity and Life Assurance Scheme is hereby substituted by the figures Rs. 3,50,000/- w.e.f. 24th Sept., 1997

SECRETARY

THE CANNANAGAR SUGAR MILLS LIMITED
EMPLOYEES GROUP GRATUITY FUND TRUST

COPY TO:
1. General Manager, RCSGM Ltd., Sugar Factory, Sriganganagar.
2. Sr. Manager (Personnel), RCSGM Ltd., H.O., Jaipur.
3. Secretary, RCSGM Ltd., H.O., Jaipur.
4. Chief Executive Officer, Hitech Glass Factory, Dholpur.
5. Sr. Manager (Supply), RCSGM, Kota, Jodhpur, Udaipur.
7. CSO Bureau of Public Enterprises, Govt. of Raj., Jaipur for information.

SECRETARY
ORDER

The Director-in-Charge has been pleased to accord sanction for revision in limit for Payment of Gratuity from Rs. 3,50 lac. to Rs. 10,00 lac w.e.f. 24.05.2010 in pursuance of the amendment in section 4(3) of the Payment of Gratuity Act, 1972 made by the Parliament by passing the Payment of Gratuity Amendment Act, 2010 (No. 15 of 2010) on 17th May, 2010.

The existing figures *"Rs. 3,50,000/-"* in second line of note no. 3 Appendix (I) of the Rajasthan State Ganganagar Sugar Mills Employees Group Gratuity Cum Life Assurance Scheme is hereby substituted by the figures *"Rs. 10,00,000/-"* w.e.f. 25th May, 2010.

Secretary
Rajasthan State Ganganagar Sugar Mills
Employees Group Gratuity Fund Trust

Copy to:
1. General Manager, RSGSM Ltd., Sugar Factory, Sriganganagar
2. Dy. General Manager (Supply), RSGSM, H.O. Jaipur
3. Company Secretary, RSGSM Ltd., H.O. Jaipur
5. Manager/Unit Incharge, RSGSM Ltd., Jhotwara (Jaipur), Ajmer, Bharatpur, Kota, Udaipur, Mandore & Country Liquor Singanagar.
6. Manager Finance, RSGSM Ltd., H.O. Jaipur
7. OSD Bureau of Public Enterprises, Government of Rajasthan, Jaipur for information
8. MPA concerning the