

**NATIONAL FERTILIZERS LIMITED
CORPORATE OFFICE : PERSONNEL DEPARTMENT**

CIRCULAR NO. PA1203 124

No. NFL/Pers/1(289)/

May 8, 2007

Subject: Amendments in NFL's Social Security Scheme

In partial modification to our Circular No. PA 1203 013 dated 28th November, 2000, it has been decided to effect the following changes in the NFL's Social Security scheme :-

1. Clause "(C) (IV)" which defines the "nominee" shall be replaced by "**Beneficiary**"

"**Beneficiary**" shall mean the person(s) so nominated by the employee in the prescribed nomination form. The employee shall nominate his/her spouse, children or parents (hereinafter called "Entitled Persons") only to receive the benefit under the Scheme in the proportion to be specifically mentioned in the nomination form. In the event, no nomination is submitted by the employee or the nominee having pre-deceased the employee, the benefit shall be paid to such nominee(s) as per EPF Act, who fall within the category of "entitled persons" as per the Scheme. In the event such nominee(s) under EPF Act has/have also pre-deceased the employee, benefit shall be extended to such legal heirs on the basis of valid Succession Certificate who fall within the category of "entitled persons" as per the Scheme.

2. **Clause D (Eligibility)** has been re-framed as :

All regular employees (both executives & non-executives) including Company Trainees appointed against regular posts, who die while in service or **suffer permanent total disablement and cease to be in employment with the Company** or are discharged from services by NFL because of permanent total disability on medical grounds, on or after the date of implementation of the Scheme.

3. **BENEFITS UNDER THE SCHEME (Clause F) :**

- a) The restrictive amount for payment of **lump sum benefit (equivalent to Basic Pay + DA) has been revised from Rs.7500/- p.m. to Rs.15000/- p.m.** , which shall be payable for 50% of the left over months of service limited to 60 months pay, whichever is less, to be released in a phased manner, subject to tax deduction under the Income Tax Law.
- b) The **minimum amount** payable to the Beneficiary under the scheme will be **Rs.1.00 (one) lakh** irrespective of left over service.

..... 2/-

- c) In the first year, the beneficiary shall be paid 40% of the admissible amount or Rs.1.00 lakh, whichever is more. Balance amount shall be paid in three equal annual installments, subject to tax deduction under the Income Tax Law.
- d) The words “employee/dependent family members” shall be replaced by the words “employee/beneficiary”
4. Clause H(i) of the Scheme notified vide Circular dated 28/11/2000 stands deleted. Clause H(ii) and H(iii) of the Scheme may, accordingly, be re-numbered as H(i) & H(ii) respectively.

All the existing employees of the Company shall be required to nominate 'Beneficiary(ies)' under the Scheme, within one month from the date of issue of this Circular in the enclosed proforma. All fresh recruits shall fill up the form at the time of their joining.

Other terms and conditions as contained in the existing Scheme shall continue without any modifications. The revised provisions of the Scheme shall be effective from 1.1.2007

sd/-
(K.B. VERMA)
CHIEF GENERAL MANAGER (HR)

Encl. As above.

Circulation :

Circulation :

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- All HODs at C.O./C.M.O. - For bringing it to the notice of all employees under their control.
- President, NFEU/NFOA, CO / CMO
- NOTICE BOARDS

Units/Divisions

- Chief General Manager, Bathinda / Panipat/ Vijaipur
- General Manager (l/c.), NFL Nangal
- HR Heads, Nangal / Bhatinda / Panipat / Vijaipur
- Heads, F&A, Nangal / Bhatinda / Panipat / Vijaipur / CMO
- Zonal Manager, NFL, Bhopal / Chandigarh / Lucknow.



NATIONAL FERTILIZERS LTD

Nomination of Beneficiary under NFL's Social Security Scheme

(To be filled in duplicate)

1. Name of the employee
2. Employee No.
3. Designation
4. Place of posting

I hereby nominate the person(s) mentioned below as 'Beneficiary' to receive the amount payable under the NFL's Social Security Scheme in the event of my death :-

Name & Address of the Beneficiary	Relationship with the employee	Age of Beneficiary	Share to be paid to each Beneficiary	If the Beneficiary is minor, name, relationship and address of the guardian.
(1)	(2)	(3)	(4)	(5)

Note : "Beneficiary" shall mean the person(s) so nominated by the employee in the prescribed nomination form. The employee shall nominate his/her spouse, children or parents (hereinafter called "Entitled Persons") only to receive the benefit under the Scheme in the proportion to be specifically mentioned in the nomination form. In the event, no nomination is submitted by the employee or the nominee having pre-deceased the employee, the benefit shall be paid to such nominee(s) as per EPF Act, who fall within the category of "entitled persons" as per the Scheme. In the event such nominee(s) under EPF Act has/have also pre-deceased the employee, benefit shall be extended to such legal heirs on the basis of valid Succession Certificate who fall within the category of "entitled persons" as per the Scheme.

.....
Signature of the employee

Date

Place

Copy to: F&A Department