

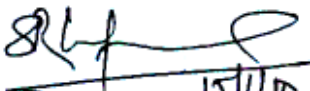
**8. WORK CULTURE & TRAINING**

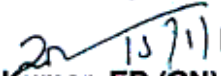
- 8.1 The recognised union has agreed to extend full support to all initiatives taken by the management for further improving the work culture.
- 8.2 Management and representative union agree to cooperate for creating a harmonious industrial relationship conducive to the growth of BSNL's share in the Telecom. services market. It has also been agreed that re-training of its employees consistent with skills and technology will be undertaken, wherever necessary, especially in the context of technological changes.

**SIGNED AT BSNL CO, BHARAT SANCHAR BHAVAN, NEW DELHI ON 15th DAY OF JANUARY 2010.**

**PARTIES TO THE SETTLEMENT**

**On behalf of BSNL Management**

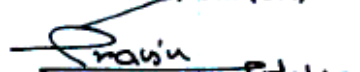
  
S.R. Kapoor, ED (Fin.) 15/1/10  
Chairman, Wage Revision Committee

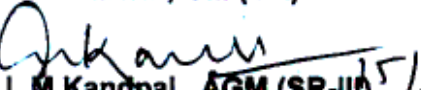
  
Ram Kumar, ED (CN) 15/1/10

  
D.P. De, GM (Estt.)

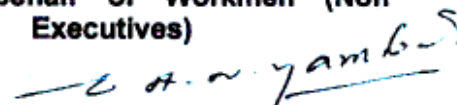
  
Smt. A. Panda, GM (EF) 15/1/10

  
Shakeel Ahmad, GM (SR) 15-1-10

  
P.K. Purwar, GM (CA) 15/1/10

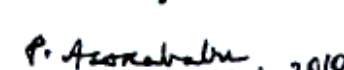
  
L.M. Kandpal, AGM (SR-II) 15/1/10

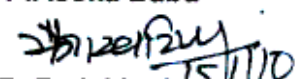
**On behalf of Workmen (Non Executives)**

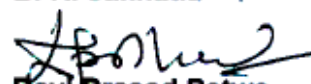
  
V.A.N. Namboodiri  
General Secretary, BSNLEU

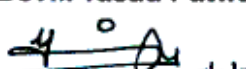
  
R. Venkataraman

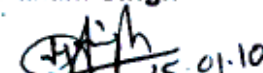
  
P. Abhimanyu

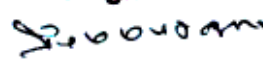
  
P. Asoka Babu 15-1-2010

  
B. R. Jakhatia 15/1/10

  
Devi Prasad Patwa

  
Hakam Singh 15/1/10

  
Hari Singh 15-01-10

  
V. Subburaman

  
Suresh Kumar 15/1/10