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भारत संचार निगम लिमिटेड
 (भारत सरकार का उद्यम)

BHARAT SANCHAR NIGAM LIMITED
 (A Government of India Enterprise)

राकेश कुमार उपाध्याय
 अध्यक्ष एवं प्रबन्ध निदेशक

RAKESH K. UPADHYAY
 Chairman & Managing Director

Dear Colleagues,

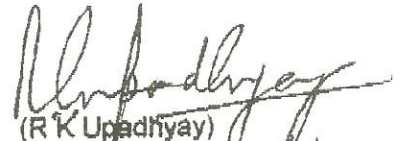
As you all know, your Company is passing through quite a difficult phase currently. While the pressures of performing in a fiercely competitive telecom market are itself very high, an additionally long pending challenging HR situation of unparalleled proportion has arisen in the context of exercise of options by Grp"A" officers working on deemed deputation in MTNL/BSNL. These officers have been handling diverse administrative, Managerial and technical roles at senior levels in BSNL right from its inception. BSNL's network is technologically very complex and geographically very diverse. In context of the demands of the network, rising competitive pressures and growing expectations of the customers, it is utmost important not to take any hasty or ad hoc measures that may adversely affect the business.

The situation that has arisen requires prudent thinking, vision, time and patience. We are constantly in dialogue with the Government and are working strategically to balance the need for repatriating the officers who have opted to stay with the Government and at the same time ensuring availability of officers in the transition phase so that there is minimum impact on BSNL business.

While we are making best efforts to find a solution to the problem, I appeal to all the officers and employees working in BSNL to continue to perform their duties with sincerity, zeal and in a disciplined manner. No such actions be undertaken which may tarnish BSNL's image in public and have consequences on BSNL's revenues. In such a competitive market space, there is no scope for us to become lax or to neglect our duties. Any act of indifference to work, indiscipline, lack of respect for higher authority and industrial disharmony would ultimately adversely affect performance of the organization. Let us not risk our own future. It goes without saying that central focus of all our actions has to be the best interests of BSNL.

I look forward to your complete dedication in discharge of work responsibility bestowed upon you which alone would take BSNL ahead on the path of sustained growth and progress.

With best wishes,


 (R K Upadhyay)
 25/11/2011