

Establishment -III Section

5th Floor, Bharat Sanchar Bhawan,

Janpath, New Delhi - 110 001

E-mail id : bsnlstt3@gmail.com



Bharat Sanchar Nigam Limited
(A Govt. Of India Enterprises)
[Corporate Office]

No. BSNLCO-A/15(19)/72/2025-ESTAB

Dated : 04/12/2025

To,

All Circle Heads,
Bharat Sanchar Nigam Limited,

Subject : Furnishing of a Model Draft Speaking Order for Disposal of Legal Notice/ Representations from TTAs and Other non-Executive Employees Appointed Against Vacancies Advertised During the DoT Period (i.e., Prior to 01.10.2000), Seeking GPF and CCS (Pension) Benefits at Par with DoT-Absorbed Employees-reg.

Sir,

It has already been informed vide this office letter dated 19.09.2025 and 17.11.2025 that a number of cases have been filed by the erstwhile TTAs, Stenographers and other Non-Executives recruited against vacancies advertised by DoT but appointed in BSNL, seeking pensionary benefits under CCS (Pension) Rules, 1972 in view of OM dated 03.03.2023 issued by DoP&PW.

2. It is further observed that several similarly placed employees have submitted representations or sending Legal Notices seeking identical relief in various circles. In this context, it is intimated that the Hon'ble CAT, Ahmedabad, in a similar case has disposed of the OA (No. 276/2025) filed by the applicants vide order dated 04.07.2025, directing the respondents to examine and decide their representation in accordance with the extant rules and the applicants' service records, without expressing any opinion on the merits of the case. This office vide letter dt. 29.10.2025 has advised the Gujarat circle to dispose of the representations in that matter by way of speaking orders to each applicant and a model draft speaking order was also sent to the circle after vetting by the Legal Branch, BSNLCO.

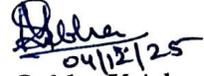
3. In order to ensure uniformity and timely disposal of similar representations/Legal Notices across all Circles, the said Model Draft Speaking Order is enclosed for a reference point (*copy enclosed*). This Model Draft Speaking Order, formulated in consultation with the Legal Branch, BSNLCO, may enable the Circles to dispose of the pending representations/Legal Notices received by them in the matter in a consistent manner and may also facilitate the adoption of a uniform stand by BSNL.

4. The circles are advised to dispose of the representations by issuing individual speaking orders and in case of Legal Notice a suitable reply taking a cue from the model speaking order. The core legal reasoning, statutory references, and judicial precedents will remain identical in all orders, while the factual particulars pertaining to each representationist will be verified by the circle from the respective service records and incorporated in a standardized tabular format. The date(s), especially the date of advertisement/notification by the Circle, the date of conducting the examination,

mentioned in the model order be substituted with the facts in the specific cases. If any additional relief has been sought in any individual representation, the same may also be suitably incorporated and addressed while issuing the respective individual speaking order. The 'Subject' and the 'Background' of the speaking order may be suitably modified indicating the due disposal of the representation or the Legal Notice under consideration.

This is issued with the approval of Competent Authority.

Yours faithfully,



(M. Subha Krishnan)

Asstt. General Manager(Estt-III)

Encl : As above.

Draft for Approval**MODEL REASONED AND SPEAKING ORDER**

Subject: Consideration of representation dated _____ submitted by Shri/Smt. _____ under directions contained in the order dated 04.07.2025 of the Hon'ble Central Administrative Tribunal, Ahmedabad Bench, in O.A. No. 276/2025 (*Kuldeep Alabhai Gadhavi & Ors vs Union of India & Ors*) — reg.

I. Background

(1) The Hon'ble Central Administrative Tribunal, Ahmedabad Bench, vide order dated 04.07.2025, disposed of O.A. No. 276/2025 at the admission stage. The operative part of the order reads as under:

“Without going into the merit of the claim of the applicant(s) herein, we deem it appropriate to dispose of this OA at admission stage with _____ direction upon the respondents that the representation of the applicant(s) shall be considered and decided in accordance with the extant rules, policy in vogue and service record of the applicant(s) within 90 days from the date of receipt of the certified copy of this order and any decision thereon be intimated to the applicant(s) through permissible mode. It is made clear that we have not expressed any opinion on the claim of the applicant(s).”

(2) In compliance with the above judicial direction, the undersigned, being the competent authority, has examined the representation dated _____ submitted by Shri/Smt. _____ in the light of the extant rules, policy in vogue, and the applicant's service record. The present order is accordingly a **reasoned and speaking order** issued in due compliance with the directions of the Hon'ble Tribunal.

II. Factual Background and Context

In order to appreciate and examine the issue comprehensively and to consider and decide the representation of Shri/Smt. _____ dated _____, the following background facts are noted:-

(a) The Government of India approved restructuring of the Department of Telecommunications (DoT) on 15.10.1999 and created the Department of Telecom Services (DTS) vide O.M. No. 19-1/99-O&M dated 04.11.1999. Annexure-II to the said O.M. provided that DTS was responsible for:

“2. All matters other than policy and licensing relating to services of telephones, wireless, data, facsimile and telematic and other like forms of communications...

4. All matters relating to personnel under the control of the Department of Telecom Services.”

Thus, DTS became functionally distinct from DoT and responsible for operations, personnel administration, and field functions.

(b) Subsequently, the Government of India created the Department of Telecom Operations (DTO) vide Notification No. 1/22/1/2000-Cab. dated 17.07.2000. Vide O.M. No. 19-2/2000-O&M dated 03.08.2000, the allocation of work between DTS and DTO was finalized, and both were expressly designated as temporary operational departments pending corporatisation.

(c) Thereafter, vide O.M. No. 2-29/2000-Restg. dated 30.09.2000, the Government of India notified the transfer of the business of providing telecom services, then handled by DTS and DTO, to Bharat Sanchar Nigam Limited (BSNL) with effect from 01.10.2000. Para 4(i) of the said O.M. provided inter alia that:

“The establishment (officers, staff, employees and industrial workers)... in various telecom circles... will stand transferred to Bharat Sanchar Nigam Limited along with their posts on existing terms and conditions, on as-is-where-is basis, on deemed deputation, without deputation allowance, with effect from 1st October, 2000.”

Accordingly, BSNL became operational as the employer entity for all telecom field units from 01.10.2000.

III. Particulars of the Applicant (as per service records & other documents)

#	Parameter	Particulars
1	Name of the Applicant	
2	Designation	
3	Name of the Circle/BA/SSA	
4	Position in the OA	Sl. No.
5	Date of Advt/Notification & Issued by	
6	Date of Written test conducted	
7	Date of Interview held, if any	
8	Date of declaration of results	
9	Date of appointment order issued	
10	Date of joining	
11	Nature of employer at the time of appointment	PSU/Government
12	Nature of employer at the time of Joining	PSU/Government
13	Whether in service of DoT/DTS/DTO prior to 01.10.2000?	Yes/No
14	Whether absorbed under rule 37A of CCS(Pension) Rules, 1972?	Yes/No
15	Whether Presidential Order Issued?	Yes/No
16	Whether, at any stage, BSNL paid pension contribution of the applicant to DoT for his pension under rule 37A of the CCS (Pension) Rules, 1972	
16	Whether Presidential Order, if issued, withdrawn	Yes/No

	subsequently?	
17	Whether covered under GPF (CS) Rules, 1960?	Yes/No
18	Whether contributions made by the applicant to the GPF A/c	Yes/No
18	If covered under the GPF (CS) Rules, 1960, whether withdrawn subsequently?	Yes/No
19	Whether covered under EPF Rules	Yes/No
20	If covered under EPF Rules, since when	Date :
21	Did the applicant accept promotion under BSNL rules after his initial joining in BSNL	Yes/No. Particulars with year of promotion etc.

IV. Representation and Relief Sought

The applicant, Shri/Smt. _____, vide representation dated _____, has requested that:

- (i) ...
- (ii)....
- (iii) [TO BE FILLED IN BY THE CIRCLE AS PER INDIVIDUAL REPRESENTAION]
- (iv)
- (v)

V. Issues for Consideration/Determination

The following issues arise for consideration:

- i. Whether the DoP&PW O.M. dated 03.03.2023, relating to recruitment initiated before 22.12.2003 but finalized thereafter, applies to employees of BSNL appointed after corporatisation.
- ii. Whether the recruitment process for the post of Telecom Technical Assistant (TTA), advertised in August 2000 in the name of DoT, can be construed as recruitment under DoT.
- iii. *Whether the applicant, appointed in BSNL after 01.10.2000, is entitled to pensionary benefits under the CCS (Pension) Rules, 1972, and whether Rule 37-A of those Rules, which provides for deemed absorption and pensionary protection to employees of DoT transferred to BSNL as on 01.10.2000, applies to persons recruited thereafter pursuant to an advertisement issued earlier.*
- iv. Whether the applicant, who was not borne on the rolls of DoT as on 30.09.2000 but was appointed by BSNL thereafter, is entitled to claim parity in service conditions and pensionary benefits with

- absorbed DoT employees governed by the CCS (Pension) Rules, 1972.
- v. Whether the applicant acquired a vested right or legitimate expectation to be treated as a Central Government employee on the basis of the advertisement and Recruitment Rules of 1998 issued by DoT, and whether such right could be altered by the corporatisation of telecom services and subsequent recruitment by BSNL.
 - vi. Whether long and continuous acceptance of the EPF/EPS framework without protest bars the applicant's claim on grounds of delay, acquiescence, and estoppel, or whether the alleged loss of pensionary benefits constitutes a continuing cause of action.
 - vii. Whether a claim of parity can be sustained by invoking Article 14 of the Constitution of India for seeking enforcement of an illegality or irregular benefit extended to others in different factual circumstances.
 - viii. Whether, in light of the facts and applicable rules, the applicant is entitled to be declared a Central Government employee with pensionary and service benefits under the CCS (Pension) Rules, 1972 and GPF Rules, 1960, or whether his terms and benefits are governed exclusively by BSNL service conditions including the EPF/EPS framework.

VI. Examination and Findings (Issue-wise)

Issue No. (i): Whether the DoP&PW O.M. dated 03.03.2023, relating to recruitment initiated before 22.12.2003 but finalized thereafter, applies to employees of BSNL appointed after corporatisation.

Finding / Analysis / Reasoning:

(a) The DoP&PW O.M. dated 03.03.2023 does not apply to recruits appointed by BSNL, a Public Sector Undertaking. The applicant's analogy with the Old Pension Scheme applicable to Central Government servants prior to 01.01.2004 is misconceived and inapplicable to his case. The CCS (Pension) Rules, 1972 apply only to Government servants holding pensionable posts in a Government department.

(b) The said O.M. is applicable only when both the notification/advertisement and the formal appointment are within Government service. In the applicant's case, the formal appointment was not made in the Central Government but in a PSU, which is not governed by the CCS (Pension) Rules, 1972.

(c) The applicant was never borne on the rolls of DoT as on 30.09.2000 and was appointed directly under BSNL thereafter. Consequently, he cannot claim pensionary benefits under the said Rules.

(d) The applicant's initial appointment was made by BSNL as a Public Sector Undertaking. His service conditions are governed by BSNL's policy framework, and his provident-fund and pension benefits are regulated by the EPF Act, 1952 and EPS, 1995. At the time of joining BSNL, the applicant explicitly accepted these terms and has continued thereunder for more than two decades.

(e) The O.M. applies solely to Central Government servants whose recruitment process commenced prior to 22.12.2003 but whose appointments were delayed beyond 01.01.2004 for administrative reasons. BSNL employees, being part of a separate legal entity incorporated under the Companies Act, 1956, are outside its scope.

(f) This position stands categorically clarified by the Department of Telecommunications vide communications dated 16.07.2025 and 07.08.2025 (copies enclosed).

Issue No. (ii): Whether the recruitment process for the post of Telecom Technical Assistant (TTA), advertised in August 2000 under the name of DoT, can be construed as recruitment under DoT.

Finding / Analysis / Reasoning:

(a) Though the advertisement for recruitment of TTAs was issued in August 2000 in the name of DoT (CGMT Gujarat Circle), by that time DTS had already been created vide O.M. No. 19-1/99-O&M dated 04.11.1999, which categorically transferred to DTS all functions relating to operations, personnel, and service matters.

(b) Subsequently, vide Notification No. 1/22/1/2000-Cab. dated 17.07.2000 and O.M. No. 19-2/2000-O&M dated 03.08.2000, the DTO was carved out to manage all operational and personnel matters pertaining to telecom services. Both DTS and DTO were declared temporary operational departments pending corporatisation.

(c) Thus, by the date of the advertisement (29.08.2000), DoT had already ceased to exercise administrative or personnel control over field units such as telecom circles and SSAs. The TTA posts were operational field posts under DTS/DTO and not under DoT.

(d) The Government of India, vide O.M. No. 2-29/2000-Restg. dated 30.09.2000, thereafter notified the transfer of telecom services from DTS/DTO to BSNL w.e.f. 01.10.2000. Para 4(i) of the said O.M. stipulated that *"the entire establishment sanctioned for telecom circles and units shall stand transferred to BSNL along with their posts on existing terms and conditions."*

(e) The written examination, declaration of results, training, and final appointment of the applicant were conducted after 01.10.2000 under BSNL's administrative and financial control.

(f) In view of these undisputed facts, the so-called DoT advertisement cannot confer DoT employment status upon the applicant. The recruitment process, functionally and legally, was that of BSNL.

(g) Accordingly, the applicant was never an employee of DoT; his appointment was ab initio under BSNL, which alone became the competent employer for operational cadres after 01.10.2000.

Issue No. (iii): Whether the applicant, appointed in BSNL after 01.10.2000, is entitled to pensionary benefits under the CCS (Pension) Rules, 1972, and whether Rule 37-A of those Rules, which provides for deemed absorption and pensionary protection to employees of DoT transferred to BSNL as on 01.10.2000, applies to persons recruited thereafter pursuant to an advertisement issued earlier.

Finding / Analysis / Reasoning:

(a) Rule 37-A of the CCS (Pension) Rules, 1972, inserted vide Notification No. 4/1/2000-P&PW(D) dated 30.09.2000, regulates pensionary benefits of Government servants transferred on deemed deputation from DoT/DTS/DTO to BSNL as on 01.10.2000.

(b) The Rule applies only to those employees who were on the strength of the Government of India and were transferred to BSNL upon its formation, thereby becoming absorbed employees entitled to pension under the CCS (Pension) Rules, 1972.

(c) The applicant was not in service of DoT/DTS/DTO as on 30.09.2000 and was not borne on their rolls. Only the recruitment notification had been issued prior to 01.10.2000; no examination, selection, or appointment had taken place by that date.

(d) The written examination was conducted on 02-03 December 2000, and the applicant was appointed thereafter under BSNL's administrative and financial control.

(e) Therefore, the applicant was never a Government servant and cannot be deemed to have been transferred or absorbed under Rule 37-A.

(f) The O.M. No. 2-29/2000-Restg. dated 30.09.2000 explicitly covered only those employees already holding sanctioned posts as on 30.09.2000. The applicant did not fall within that category and is outside the purview of transfer and absorption under Rule 37-A.

(g) The applicant's service conditions and pension liability are governed by BSNL's corporate framework, including coverage under EPF/EPS as approved by the Government.

(h) It is settled law that no right to Government pension arises without Government service; a candidate acquires such right only upon

appointment.

(i) As the applicant's appointment letter was issued by BSNL and all service-related benefits have been extended by BSNL, his post-retirement benefits are governed exclusively by BSNL rules and the EPF/EPS framework.

(j) The reliance on parity with absorbed DoT employees is misplaced; those employees form a closed class under Rule 37-A, whereas the applicant belongs to a distinct post-corporatisation category.

(k) Judicial authorities consistently uphold this position:

(i) *Vikas Kumar & Ors v. Union of India & Ors*, W.P.(S) No. 2330/2022 (Jharkhand HC, 16.11.2022);

(ii) *CAT, Chennai Bench O.A. Nos. 67/2023 and 1076/2022*;

(iii) *UP Roadways Retired Officials & Officers Association v. State of U.P.*, C.A. No. 894/2020 (SC); and

(iv) *Mohd. Faiyaz Ahmad & Ors v. State of Jharkhand* (2025) (Jharkhand HC).

Accordingly, the applicant's claim for pensionary benefits under Rule 37-A is without merit.

Issue No. (iv): Whether the applicant, who was not borne on the rolls of DoT as on 30.09.2000 but was appointed by BSNL thereafter, is entitled to claim parity in service conditions and pensionary benefits with absorbed DoT employees governed by the CCS (Pension) Rules, 1972.

Finding / Analysis / Reasoning:

(a) The applicant and absorbed employees of the erstwhile DoT/DTS/DTO constitute two distinct classes. The latter were Government servants transferred to BSNL on deemed deputation under Rule 37-A; the applicant was a fresh recruit of BSNL after 01.10.2000.

(b) Rule 37-A itself draws a statutory line, limiting pension protection to those transferred employees.

(c) The plea of equality under Articles 14 and 16 is misconceived. Equality operates among those similarly situated; differentiation here is rational and lawful.

(d) The applicant, appointed through open competition by BSNL, has been governed throughout by BSNL rules and EPF/EPS benefits. Having accepted these terms, he is estopped from claiming a different status.

(e) It is settled that parity cannot be claimed merely because a recruitment process began under a different administrative regime; the determining factor is the employer and date of appointment.

(f) Therefore, the claim of parity with absorbed DoT employees is devoid

of legal basis and stands rejected.

Issue No. (v): Whether the applicant acquired a vested right or legitimate expectation to be treated as a Central Government employee on the basis of the advertisement and Recruitment Rules of 1998 issued by DoT, and whether such right could be altered by the corporatisation of telecom services and subsequent recruitment by BSNL.

Finding / Analysis / Reasoning:

(a) The contention that the applicant acquired a legitimate expectation to be treated as a Central Government employee on the basis of the DoT advertisement and 1998 Recruitment Rules is untenable. The doctrine of legitimate expectation cannot override a statutory or policy decision taken in public interest, such as the corporatisation of telecom services.

(b) The formation of BSNL and transfer of operational functions from DoT/DTS/DTO were Cabinet-approved structural reforms notified through O.M. No. 2-29/2000-Restg. dated 30.09.2000. Consequently, no candidate could claim a vested or enforceable right to appointment under DoT after that date.

(c) The advertisement dated 29.08.2000 conferred no right of appointment; it merely created an opportunity to compete. Participation in the examination conducted in December 2000 after BSNL's formation evidences knowledge and acceptance of the changed employer.

(d) The principle that "rules of the game cannot be changed midway" applies to selection criteria, not to organisational restructuring. The eligibility criteria remained unchanged; only the employer changed.

(e) During the transitional phase, BSNL continued to apply certain DoT rules administratively until its own were framed. Such continuation did not confer Central Government status upon new recruits.

(f) The applicant has served under BSNL, received pay from BSNL, and subscribed to EPF. Having accepted these conditions, he is estopped from asserting a contrary status.

(g) Hence, no legitimate expectation survives against a notified policy restructuring.

Issue No. (vi): Whether long and continuous acceptance of the EPF/EPF framework without protest bars the applicant's claim on grounds of delay, acquiescence, and estoppel, or whether the alleged loss of pensionary benefits constitutes a continuing cause of action.

Finding / Analysis / Reasoning:

(a) Any cause of action arose when the applicant was appointed by

BSNL and brought under the EPF scheme. The present claim, raised after over two decades, is barred by delay and laches.

(b) Under Section 21 of the Administrative Tribunals Act, 1985, an application must be filed within one year of the impugned action, extendable by six months for sufficient cause. The applicant has shown none.

(c) The plea of "continuing cause of action" is misplaced. Once the applicant accepted BSNL service conditions, the act became complete and final. (*Union of India v. Tarsem Singh*, (2008) 8 SCC 648.)

(d) A continuing wrong must be a recurring wrong; a single completed act, even if its consequences endure, does not constitute one. (*State of Uttaranchal v. Shiv Charan Singh Bhandari*, (2013) 12 SCC 179.)

(e) Reopening such stale claims would disturb settled service structures and impose undue liability on BSNL and the Government.

(f) The applicant, having accepted BSNL employment and its EPF/EPS framework without protest, is estopped by conduct from asserting a contrary position.

(g) Hence, the claim is barred by limitation, delay, laches, and estoppel.

Issue No. (vii): Whether a claim of parity can be sustained by invoking Article 14 of the Constitution of India for seeking enforcement of an illegality or irregular benefit extended to others in different factual circumstances.

Finding / Analysis / Reasoning:

(a) The applicant relies on BSNL letter dated 16.01.2003 regarding opening of GPF accounts for wards of deceased DoT employees upon their appointment in BSNL. The said letter was withdrawn by BSNL vide letters dated 10.05.2007 and 25.05.2007 for want of legal authority. The GPF (CS) Rules, 1960, framed under Article 309 of the Constitution, apply only to Government servants and not to PSU employees.

(b) The precedents cited by the applicant pertain to different factual contexts, such as absorption of JE (Electrical) in Kerala Circle, where appointments were delayed by litigation but pertained to candidates who would otherwise have been appointed before corporatisation. Those facts are distinguishable.

(c) Article 14 enshrines a positive concept of equality and cannot be invoked in a negative manner to perpetuate or replicate an illegality. (*State of Bihar v. Kameshwar Prasad Singh*, (2000) 9 SCC 94; *Union of India v. International Trading Co.*, (2003) 5 SCC 437.)

Accordingly, no claim for negative equality is maintainable.

Issue No. (viii): Whether, in light of the facts and applicable rules, the applicant is entitled to be declared a Central Government employee with pensionary and service benefits under the CCS (Pension) Rules, 1972 and GPF Rules, 1960, or whether his terms and benefits are governed exclusively by BSNL service conditions including the EPF/EPS framework.

Finding / Analysis / Reasoning:

(a) In view of the facts and legal position discussed above, the applicant is not entitled to be declared a Central Government employee. His appointment was made by BSNL after 01.10.2000 and is governed exclusively by BSNL's policies.

(b) Since appointment, the applicant has drawn salary from BSNL, accepted promotions under BSNL rules, and contributed to EPF/EPS. His employment relationship is solely with BSNL.

(c) The demand for extension of benefits applicable to absorbed DoT employees is legally unsustainable, as the applicant was never a Government servant and does not fall within Rule 37-A.

(d) No right to Central Government pay scales or pension arises merely because the advertisement pre-dated corporatisation; such rights accrue only upon appointment.

(e) Granting the relief sought would contravene the corporatisation policy approved by the Government and create an untenable dual regime within BSNL.

(f) Accordingly, the claim for Central Government status and benefits is devoid of merit and stands rejected.

VII. Decision

After detailed and careful examination of the representation dated _____ of Shri/Smt. _____, and having due regard to the extant rules, policies, service records and judicial precedents, it is conclusively established that:

- a. The DoP&PW O.M. dated 03.03.2023 has no applicability to PSU appointments and the applicant being an appointee of BSNL, it does not apply to him/her.
- b. The recruitment, examination, training, and appointment of the applicant were undertaken entirely by BSNL after 01.10.2000.
- c. The applicant has never been borne on the rolls of DoT/DTS/DTO and, therefore, was never a Government servant.
- d. Rule 37-A of the CCS (Pension) Rules, 1972 applies only to

- absorbed Government employees transferred to BSNL as on 30.09.2000 and has no application to post-corporatisation recruits.
- e. The applicant's service conditions, including retirement benefits, are governed solely by BSNL's own rules and the Employees' Provident Fund Scheme.
 - f. The applicant's provident fund and pensionary benefits are governed by the Employees' Provident Fund Act, 1952 and the Employees' Pension Scheme, 1995, as applicable to BSNL employees appointed after corporatisation.
 - g. The claim is barred by gross delay, laches, and acquiescence, as the alleged cause of action, if any, arose at the time of the applicant's appointment more than two decades ago. The plea of a continuing cause of action is misconceived. The applicant, having voluntarily accepted BSNL employment and the EPF/EPS framework and served thereunder without protest, is estopped from asserting a contrary status at this belated stage.
 - h. The applicant has failed to establish any legal or factual basis for his/her claim to be treated as an employee of the Department of Telecommunications or to seek benefits under the CCS (Pension) Rules, 1972 and the GPF (CS) Rules, 1960. The applicant, having been appointed in BSNL after 01.10.2000, is not entitled to benefits under the CCS (Pension) Rules, 1972 or the GPF (CS) Rules, 1960.

VIII. ORDER

In view of the foregoing presentation of facts, analysis, reasoning and conclusions, the representation dated _____ submitted by Shri/Smt. _____ is hereby **rejected** for the reasons stated hereinabove.

This order is issued as a reasoned and speaking order in strict compliance with the directions of the Hon'ble Central Administrative Tribunal, Ahmedabad Bench, contained in its order dated 04.07.2025 in O.A. No. 276/2025 (Kuldeep Alabhai Gadhavi & Ors v. Union of India & Ors).

Date: __ October, 2025

Place: _____

(Authorized Signatory)

Designation: _____

O/o. CMGT: _____

To

Shri/Smt. _____

-----,

Encls : (1) ...

(2) ...

(3)