

Balmer Lawrie & Co Ltd

Executives [As on 01.01.2007]

| Grade | Revised Pay Scale |
|--------------------------|-------------------|
| Below Board Level | |
| E0 | 12600 - 32500 |
| E1 | 16400 - 40500 |
| E2 | 20600 - 46500 |
| E3 | 24900 - 50500 |
| E4 | 29100 - 54500 |
| E5 | 32900 - 58000 |
| E6 | 36600 - 62000 |
| E7 | 43200 - 66000 |
| E8 | 51300 - 73000 |
| Board Level | |
| Whole-Time Directors | 65000 - 75000 |
| Managing Director | 75000 - 90000 |

Officers [As on 01.01.2007]

| Grade | Revised Pay Scale |
|-------|-------------------|
| S-1 | 9000 - 22000 |
| S-2 | 10000 - 25000 |

Balmer Lawrie & Co Ltd

Non-Officers

Location : All Units of Kolkata [Except IP-Kolkata]

| Grade | Pay Scale [Basic as on 01.01.2009] |
|-------|------------------------------------|
| IA | 3500 - 5000 |
| I | 5000 - 10500 |
| II | 5700 - 12500 |
| III | 6000 - 14900 |
| IV | 6300 - 16200 |
| V | 6700 - 16700 |
| VI | 7000 - 17100 |
| VII | 7300 - 18000 |
| VIII | 7600 - 19200 |
| IX | 8000 - 22550 |

Non-Officers
Location : IP-Kolkata

| Grade | Pay Scale [Basic as on 01.04.2009] |
|-------|------------------------------------|
| IA | 3500 - 5000 |
| I | 5500 - 10500 |
| II | 5700 - 14500 |
| III | 6000 - 14900 |
| IV | 6300 - 16200 |
| V | 6700 - 16700 |
| VI | 7000 - 17100 |
| VII | 7300 - 18000 |
| VIII | 7600 - 19200 |
| IX | 8000 - 22550 |

Balmer Lawrie & Co Ltd

Non-Officers

Location : Delhi

| Grade | Pay Scale [Basic as on 01.01.2004] |
|-------|------------------------------------|
| IA | 3205 - 3805 |
| I | 4600 - 6325 |
| II | 4700 - 7690 |
| III | 4800 - 8650 |
| IV | 4850 - 9530 |
| V | 5325 - 9635 |
| VI | 5400 - 10160 |
| VII | 5600 - 10600 |
| VIII | 6000 - 11460 |
| IX | 6500 - 13900 |

Balmer Lawrie & Co Ltd

Non-Officers

Location : Chennai [City Office, T&T, LS], LCD, PDC, TSC, G&L, IP, LI,
AS : T&T and LS - Bangalore Non-Officers

| Grade | Pay Scale [Basic as on 01.01.2009] |
|-------|------------------------------------|
| IA | 3750 - 5950 |
| I | 5500 - 10500 |
| IIA | 5700 - 14000 |
| IIB | 6000 - 15500 |
| IIIA | 6300 - 16200 |
| IIIB | 6700 - 16700 |
| IV | 7000 - 17000 |
| VIII | 7300 - 18000 |
| VI | 7600 - 19200 |
| VII | 8000 - 22500 |

Non-Officers
Location : LI, Mumbai

| Grade | Pay Scale [Basic as on 01.01.2010] |
|----------------------|---|
| Entry Grade | 3800 - 7000 |
| Clerical / Technical | 5500 - 9500 |
| Scale - I | 5900 - 10000 |
| Scale - II | 6300 - 11000 |
| Scale - III | 6700 - 13000 |
| Scale - IV | 7100 - 15000 |

Balmer Lawrie & Co Ltd

Non-Officers
Location - IP, Sewree

| Grade | Pay Scale [Basic as on 01.01.2009] |
|--------------|---|
| Entry | 5475 - 7145 |
| A | 7350 - 17840 |
| B | 7695 - 18680 |
| C | 8035 - 19505 |
| D | 8375 - 20940 |
| E | 8725 - 21180 |
| I | 7925 - 19240 |
| II | 8375 - 20330 |
| III | 8835 - 21190 |

Balmer Lawrie & Co Ltd

Non-Officers
Location - G&L, T&T, LS & Mumbai Office

| Grade | Pay Scale [Basic as on 01.01.2008] |
|--------------|---|
| IA | 3800 - 7000 |
| I | 7360 - 17860 |
| II | 7660 - 18610 |
| III | 7960 - 19320 |
| IV | 8260 - 20665 |
| V | 8710 - 21120 |
| VI | 7860 - 19080 |
| VII | 8260 - 20065 |
| VIII | 8880 - 21575 |