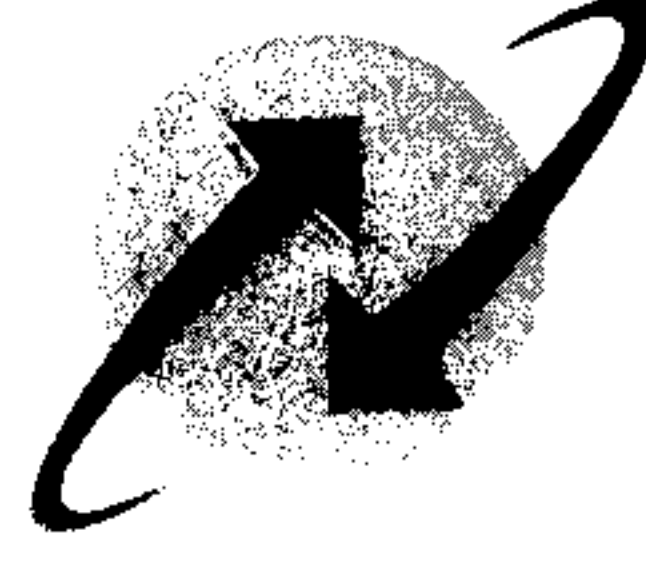


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BHARAT SANCHAR NIGAM LIMITED
(A Govt. of India Enterprise)

सुजाता तपन रे

निदेशक (एच.आर.)

Sujata T. Ray

Director (HR)

MESSAGE

As I write this message on my last day in office as Dir(HR), my thoughts revolve around my experiences with the amazing people of this company, whom I was able to meet and who blessed me with their kindness. So yesterday I chose to meet the people at a place called National Council, which I thought was the best thing for forging trust connections.

At this point I wish to place on record the dedicated efforts of the huge and valuable human resources which helped smooth sailing of this esteemed company even in the present turbulent and adverse waves in Telecom Sector.

“BSNL team” of wonderful people, I am always so proud to have been part of and this great organisation has been my family and home for years.

During my entire tenure of Dir (HR), clean and transparent HR remained my priority with a focus on solving complex policy issues afflicting the interests of the people who trusted me that I have their best interest in mind. I along with my HR team tried to make most sincere efforts to resolve the issues related to their promotion, superannuation benefits, medical, insurance, change of designation etc. We worked on many e-initiatives like e-VC, e-APAR, e-Court, e-stay particulars for best utilization of the technology to achieve greater efficiency, transparency and fairness in various HR activities.

We wanted to create a culture in which employees are encouraged to express their ideas freely, they are heard and their valuable views are taken seriously.

I am confident that the extremely talented and skilled work force of our company will stand the test of the time exhibiting great resilience in the highly competitive market. BSNL has made a significant impact on the lives of many people. Your contribution has been crucial in making that difference. Our company values have guided me and I know, they will continue to guide you to make a meaningful difference in the lives of so many, as the best is yet to come.

I take with me a huge bouquet of memories and joyous moments of working with you all which I will cherish forever. There are no words that can express how grateful I am for the privilege of working with you and for the love and support I got during my entire career.

Best wishes and regards,


Sujata T. Ray