AGENDA BOOK

35th Meeting of the
Sub-Committee on Exempted Establishments
of
Central Board of Trustees, (EPF)

Date : Friday, the 28th March, 2014
Time : 10.30 AM
Venue : Conference Hall, 3rd Floor, EPFO,
Head Office 14, Bhikaiji Cama Place,
New Delhi -110066
EMPLOYEES' PROVIDENT FUND ORGANISATION

Agenda for 35th Meeting of the Sub-Committee on Exempted Establishments

Date: Friday, the 28th March 2014
Time: 10:30 A.M.

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<td>Grant of exemption under Section 17(1)(a) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and Para 27A of the Employees' Provident Funds Scheme, 1952 by Appropriate Government.</td>
<td>1-59</td>
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<td>2.</td>
<td>Rate of surcharge to be levied on Board of Trustees of the exempted/relaxed establishments on account of deviation from the prescribed pattern of investment.</td>
<td>60</td>
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<td>3.</td>
<td>Any other item with the permission of Chair.</td>
<td>61</td>
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Item No. 1: Grant of exemption under Section 17(1)(a) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and Para 27A of the Employees' Provident Funds Scheme, 1952 by Appropriate Government.

1.1 Section 17(1) of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for 'exemption' as under:

Power to exempt – (1) The Appropriate Government may by notification in the Official Gazette, and subject to such conditions as may be specified in the notification, exempt, whether prospectively or retrospectively, from the operation of all or any of the provisions of any Scheme –

a) any establishment to which this Act applies if, in the opinion of the appropriate Government, the rules of its provident fund with respect to the rates of contribution are not less favourable than those specified in Section 6 and the employees are also in enjoyment of other provident fund benefits which on the whole are not less favourable to the employees than the benefits provided under this Act or any Scheme in relation to the employees in any other establishment of a similar character; or

b) any establishment if the employees of such establishment are in enjoyment of benefits in the nature of provident fund, pension or gratuity and the appropriate Government is of opinion that such benefits, separately or jointly, are on the whole not less favourable to such employees than the benefits provided under this Act or any Scheme in relation to employees in any other establishment of a similar character.

1.2 Provided that no such exemption shall be made except after consultation with the Central Board which on such consultation shall forward its views on exemption to the appropriate Government within such time limit as may be specified in the Scheme.

1.3 Para 27A (1) of the Employees' Provident Fund Scheme, 1952 provides for 'exemption' as under:

"The appropriate Government may by order and subject to such conditions as may be specified in the order exempt from the operation of all or any of the provisions of this Scheme any class of employees to whom the Scheme applies:

Provided that such class of employees is entitled to benefits in the nature of Provident Fund, gratuity or old age pension according to the rules of the factory or other establishment and such benefits separately or jointly are on the whole not less favourable than the benefits provided under the Act and this Scheme."

1.4 As per the above provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and Ministry of Labour and Employment letter dated 01.04.2008, all cases of grant of exemption shall be placed before the Central Board of Trustees, EPF for consideration before sending the same to Appropriate Government. The copy of the Ministry's DO letter dated 01.04.2008 is placed as Annexure-1A (Page No. 3).

1.5 Before placing a proposal in the CBT, EPF, its suitability is scrutinized with respect to the provisions for grant of exemption as contained under Section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952. Further in view of the guidelines issued by Ministry of Labour & Employment, Government of India vide their letter dated 27.02.2007, as placed at Annexure - 1B (Page Nos. 4-5), all RPFCs shall furnish a certificate after due verification carried out at their end with regard to the Ten Point Check List.

1.6 Ministry of Labour & Employment, Government of India has also issued directions to the effect that the proposals shall be forwarded only if the latest Compliance Audit Report is found to be satisfactory. Hence compliance audit covering all the points as mentioned under the revised conditions for grant of exemption is undertaken and a copy of the said report is ready to be forwarded to the Appropriate Government.

1.7 Central Board of Trustees in its 202nd meeting held on 13.01.2014 authorized its Sub-Committee on Exempted Establishments to consider exemption proposals subject to ratification by the Board, as a one-time arrangement which has been necessitated because of large number of proposals required to be considered in the current year in view of Income Tax exemption to the Trusts managing their own Provident Fund only up to 31.03.2014. A copy of the agenda item No. 36 and the minutes of the 202nd meeting of the CBT are annexed herewith as Annexure -1C (Page Nos. 6-7) and Annexure -1D (Page Nos. 8-20) respectively. Terms of reference of the Committee on Exempted Establishments is placed as Annexure - 1E (Page Nos. 21-26).

1.8 A list of establishments as indicated in Annexure - 1F (Page Nos. 27-59) approved by CPFC is now placed before the Sub-Committee for consideration and recommendation to Appropriate Government on behalf of the Central Board of Trustees, EPF in accordance with the proviso to Section 17 of the Act.

Proposal: The Sub-Committee is requested to consider and recommend the proposals in respect of establishments indicated in Annexure -1F to the Appropriate Government on behalf of the Central Board for grant of exemption.
Dear [Name],

As you are aware section 17(1) of the Employees’ Provident Funds & Miscellaneous Provisions Act, 1952 provides that appropriate Government may, inter alia, exempt any establishment from the operations of any Schemes subject to the condition that such exemption shall be made after consultation with Central Board of Trustees (EPF).

2. The Ministry is receiving a number of cases of establishments recommending exemption under Section 17(1) of the Act and para 27A of EPF Scheme. In these cases, as decided in some earlier meetings of Central Board of Trustees (EPF), Central Provident Fund Commissioner has been exercising the powers of the Board while recommending the cases to the appropriate Government.

3. This matter has recently been examined in consultation with Department of Legal Affairs who have opined that under section 5E of the Act, essential function of the Central Board of Trustees (EPF) like this function cannot be delegated and such delegation by the Board under general powers of section 5E of special function of consultation under section 17 will not be permissible.

4. The matter has been brought to the kind notice of Chairman, CBT/Hon’ble LEM who has also concurred with these views and it has been decided that henceforth all such cases of exemption be placed before the Central Board of Trustees (EPF) for consideration before sending the same to appropriate Government as per the provisions of the Act.

5. In view of the above, I shall be grateful if you could kindly take further action in this subject matter accordingly.

Yours sincerely,

[Signature]

(S.K. Srivastava)
Dear Shri Viswanathan,

Kindly refer to Ministry's d.o. letter bearing no. S-35015/19/2003-SS-II dated 7th Jan., 2004 from the then Joint Secretary regarding incorporation of nine-point check-list in the EPFO's proposal while sending the same to Ministry seeking extension to establishments under the EPF & MP Act, 1952.

2. As you are aware that due to changes in the Income Tax Act, 1962 announced in the Budget 2006-07, a number of establishments are seeking exemption under the EPF & MP Act, 1952 before 31-3-2007 in a time bound manner. As a part of the initiative for disposal of such cases in a speedy and efficient manner it has been decided that EPFO should incorporate one more check point to the existing nine-point check list viz.

"Whether the establishment is fulfilling the prescribed conditions after grant of relaxation under Para 79 of the EPF Scheme, 1952 and that there is no violation of these conditions”.

3. Hence, a standardized forwarding letter may be devised mentioning the requisite check points in a systematic manner. Revised ten-point check list is enclosed herewith. Further this ten-point check list should be filled in and signed by the competent officer concerned of the EPFO and not by the establishment. Since CBT-EPF has delegated powers to CPFC for recommending exemption cases to the Central Government, EPFO's letter should clearly mention that the exemption proposal has the approval of the CPFC.

4. I shall be grateful if you could arrange to furnish the proposal in respect of each establishment in future on the above lines so that the same could be examined and processed in the Ministry in a more efficient and time-bound manner. It may kindly be ensured that the proposals received from EPFO are complete in all details.

With regards,

Shri A. Viswanathan,
Central Provident Fund Commissioner,
Bhavishya Nidhi Bhawan,
Bhikaji Cama Place,
New Delhi-110 066.
Ten-point check list which should be furnished alongwith the proposal for exemption to the Ministry

1. Whether a board of trustees has been created under the chairmanship of employer?
2. Whether all the eligible employees are enrolled as members?
3. Whether the accounts will be maintained electronically and all the members will be able to see their account balance from the computer terminals? If not, the reasons therefor, and by what time accounts are expected to be maintained electronically?
4. Whether board of trustees have furnished a copy of prescribed undertaking to the RPFC concerned as per the condition no. 22, contained in Appendix A to the EPF Scheme, 1952? If yes, a copy of the same to be enclosed.
5. Whether the employer and the board of trustees have furnished the undertaking as per condition no. 23 contained in Appendix A to the EPF Scheme, 1952? If yes, a copy of the same to be enclosed.
6. Comparative statement of benefits admissible under the EPF & MP. Act, 1952 and the Scheme proposed by the establishment on the basis of which it is concluded that the Scheme of the establishment is at least comparable with those of the Act?
7. Mechanism proposed by the EPFO/RPFC to ensure that establishment is complying with the provisions of the conditions for grant of exemption.
8. Name of the RPFC in whose jurisdiction the establishment falls.
9. Payments, which need to be made by the establishment to EPFO even after grant of exemption.
10. Whether the establishment is fulfilling the prescribed conditions after grant of relaxation under Para 79 of the EPF Scheme, 1952 and there is no violation of the same?
ANNEXURE – 1C

Item No. 36 Authorizing the Committee on Exempted Establishments (A Sub-Committee of the Central Board) for consideration of the proposals for grant of exemption to the establishments subject to ratification.

36.1 Proposals for grant of exemption to establishments from the operation of the Employees' Provident Fund Scheme, 1952 under Section 17(1)(a) Employees' Provident Funds & Miscellaneous Provisions Act, 1952 and under Section 17(2) of the Act read with Paragraph 27A of the Employees' Provident Fund Scheme, 1952 received from field offices are examined in the Head Office with reference to the guidelines on the subject issued from time to time.

36.2 Section 17(1) of the Act stipulates that "no such exemption shall be made except after consultation with the Central Board which on such consultation shall forward its views on exemption to the appropriate Government within such time limit as may be specified in the Scheme".

36.3 Once the proposals are found to be complete in all respects, the same are placed before the Central Board for consideration and recommendation to the Appropriate Government for grant of exemption and notification thereof within such time limit as may be specified in the Scheme.

36.4 Once the proposals are considered and approved by the Central Board, they are forwarded to the Appropriate Government with the recommendation for grant of exemption and notification in the Official Gazette.

36.5 Clause (ea) was inserted in Rule 4 of Part-A of Fourth Schedule to the Income-tax Act, 1961 vide Finance Act, 2006 to provide that recognition to a provident fund under the income-tax Act shall be restricted to only such funds:

a) Which are covered under sub-section (3) or sub-section (4) of Section 1 of the EPF & MP Act, 1952; and

b) Which have been exempted under Section 17 of the EPF & MP Act, 1952 from the operation of any scheme framed therein.

36.6 It was also provided that the funds approved prior to 31.03.2006 shall not be eligible for income-tax benefit if they did not satisfy the conditions set out in clause (ea) of Rules 4 by 31.03.2007. Accordingly, EPFO was required to take necessary action in respect of the funds recognized under the Income-tax Act on or before 31.03.2006 and who did not satisfy the conditions stipulated in clause (ea) of Rule 4 of Part 'A' of Fourth Schedule to the Income-tax Act. The time period given in the statute was initially for one

36.7 While extending the time limit till 31.03.2014, Ministry of Finance, Government of India made it clear that there will be no further extension of the time limit.

36.8 Approximately, 260 proposals for exemption are pending on the part of EPFO. Some of them are under the process of examination at Head Office level and some are at the level of field offices. The processing of the proposals takes time as the same are to be given complete shape in consultation with the field offices before placing the same to the Central Board for consideration.

36.9 The Government of India, Ministry of Labour & Employment in their letter dated 01.04.2008 issued direction to EPFO that all such cases of exemption be placed before the Central Board for consideration before sending the same to Appropriate Government as per the provisions of the Act. The proposals which are sent to Appropriate Government for grant of exemption shall be routed through the Central Board only. The said direction is placed at Annexure 36-A.

36.10 Proviso to Paragraph 11 of the Employees' Provident Funds Scheme, 1952 provides that the Central Board shall meet at least twice in each financial year. The last meeting (2013) of the Central Board was held on 25.02.2013. During the current year, 2013-14, no meeting of the Board could be held till date.

36.11 In view of above, it may not be possible to obtain the approval of the Central Board within 31.03.2014 for all the proposals which are in order before forwarding the same to the Appropriate Government for grant of exemption and notification thereof in the Official Gazette. This may lead to undesirable deadlock.

36.12 To overcome such possible deadlock, it is proposed that the power vested in the Board for considering and recommending the proposals to Appropriate Government (for grant of exemption and notification thereof) may be delegated to the Sub-Committee of the Central Board on Exempted Establishments. All such proposals which are approved by the Sub-Committee and sent to Appropriate Government will be put up to the Central Board in their subsequent meeting for information and ratification.

36.13 Such delegation of power will streamline and expedite the processing of exemption proposals to some extent.

Proposal: The Central Board is requested to consider and accord approval to the proposal of authorizing the Sub-Committee on Exempted Establishments for consideration of the proposals for recommending to Appropriate Government for grant of exemption to the establishments subject to ratification.
EMployees' Provident Fund Organisation

Minutes of the 202nd CBT Meeting

(NEW DELHI; 13 January 2014; 1030 AM)

The 202nd meeting of the Central Board of Trustees' Employees Provident Fund (CBT, EPF) was held under the Chairmanship of Shri Oscar Fernandes, Chairman CBT, EPF and Union Minister of Labour & Employment. The following members attended the meeting:

1. Ms. Gauri Kumar
   Secretary (Labour & Employment)
   Government of India, New Delhi

2. Shri PK Pujari, AS & FA
   Ministry of Labour & Employment
   Government of India, New Delhi

3. Shri Arun Kumar Sinha, AS
   Ministry of Labour & Employment
   Government of India, New Delhi

4. Shri Shashank Saxena, Director
   Ministry of Finance, Government of India

5. Shri Animesh Bharti, EP
   Ministry of Labour & Employment
   Government of India, New Delhi

6. Shri K.K. Jalen,
   Central PF Commissioner

7. Shri JP Chowdhary
8. Shri Sharad Patil
9. Shri Ravi Wig
10. Dr. UD Choubey
11. Shri Badish Jindal
12. Shri BP Pant
13. Shri Sushanta Sen
14. Shri G.P. Srivastava
15. Dr Ram Tarneja
16. Shri SS Patil

17. Shri Virijesh Upadhyay
18. Shri M Jagadeeshwara Rao
19. Shri Ramkishore Tripathy
   (vice Shri AD Nagpal)
20. Shri DL Sachdeva
21. Shri Ashok Singh
22. Shri Krishna Chakroborty
   (vice Shri Shankar Saha)
23. Shri Raman Pandey

Employers' representatives

Employees' representatives
As you are aware, section 17(1) of the Employees' Provident Funds & Miscellaneous Provisions Act, 1952 provides that appropriate Government may, inter alia, exempt any establishment from the operations of any schemes subject to the condition that such exemption shall be made after consultation with Central Board of Trustees (EPF).

2. The Ministry is receiving a number of cases of establishments recommending exemption under Section 17(1) of the Act and para 27A of EPF Scheme. In these cases, as decided in some earlier meetings of Central Board of Trustees (EPF), Central Provident Fund Commissioner has been exercising the powers of the Board while recommending the cases to the appropriate Government.

3. This matter has recently been examined in consultation with Department of Legal Affairs who have opined that under section 5E of the Act, essential function of the Central Board of Trustees (EPF) like this function cannot be delegated and such delegation by the Board under general powers of section 5E of special function of consultation under section 17 will not be permissible.

4. The matter has been brought to the kind notice of Chairman, CBT/Hon'ble LEM who has also concurred with these views and it has been decided that henceforth all such cases of exemption be placed before the Central Board of Trustees (EPF) for consideration before sending the same to appropriate Government as per the provisions of the Act.

5. In view of the above, I shall be grateful if you could kindly take further action in this subject matter accordingly.

Yours sincerely,

[Signature]
(S.K. Srivastava)

Shri A. Viswanathan, 
Central Provident Fund Commissioner, 
Employees' Provident Fund Organization
24. Shri AK Padmanabhan
25. Shri Prabhakar J Banasure

26. Shri Sanjay Prasad, Principal Secretary (Labour & Employment), Gujarat
27. Shri S.S. Randawa, ALC, Labour Department, Punjab
28. Shri V.S. Arya, Joint Labour Commissioner, Delhi
29. Shri Girish Singh, Principal Secretary (Labour & Employment, Rajasthan
30. Ms. Nandita Gupta, Labour Commissioner & Director (Employment), Himachal Pradesh

Following members could not attend the meeting and were granted leave of absence:

1. Sh K Suresh
   Minister of State for Labour & Employment
2. Dr G Sanjeeva Reddy
   Employees' representative
3. Principal Secretary (Labour), Andhra Pradesh
4. Principal Secretary (Labour), Uttar Pradesh
5. Principal Secretary (Labour), Tamil Nadu
6. Principal Secretary (Labour), Karnataka
7. Principal Secretary (Labour), Maharashtra
8. Principal Secretary (Labour), Punjab
9. Principal Secretary (Labour), Haryana
10. Principal Secretary (Labour), Gujarat
11. Principal Secretary (Labour), Madhya Pradesh
12. Principal Secretary (Labour), West Bengal

The list of the officers of the Employees' PF Organisation who attended the meeting is appended as Annexure A to these minutes.

At the outset, CPFC welcomed the Chairman and Members. The Board observed two minutes' silence in memory of former Chairman of the CBT, EPF and Hon'ble former Union Minister of Labour & Employment, Shri Sis Ram Ola ji. A condolence message to be sent to the family of Shri Ola was also adopted by the Board.

Thereafter, Board welcomed first time members to the Board s/Shri Prabhakar J Banasure, Vrijesh Upadhyay, employees' representatives, SS Patil, employers' representatives of state Governments of Rajasthan and Himachal Pradesh.

The agenda items were, thereafter, taken up for discussion.
Item No. 1: Confirmation of the minutes of 201st CBT meeting held on 25.02.2013

The minutes of the meeting circulated on 08.03.2013 were confirmed by the Board.

Item No. 2: Action Taken Statement in respect of decisions taken upto the 201st CBT meeting held on 25.02.2013.

2.1 Noted.

2.2 Noted.

2.3 Noted. Shri Ravi Wig stated that Permanent Account Numbers need to be issued urgently to facilitate extension of PF benefits to all especially peripatetic workers. It was assured that the matter will be looked into. Secretary (L&E) informed that EPFO has already been instructed to come up with a timeline for this purpose.

2.4 to 2.15 Noted.

2.16 Noted. Shri MJ Rao stated that he has been repeatedly requesting amendments in Section 6C of the Act to extend membership of EPF members. It was informed that comprehensive amendments to the Act are under consideration of the Ministry and the proposal will be suitably considered at the time of finalisation of comprehensive amendments.

S/Shri MJ Rao, DL Sachdeva and Raman Randhawa stated the case of extension of PF benefits to contractual employees of FR India. They informed that many of such employees have been extended ESI benefits but not the EPF benefits. Secretary (L & E) directed ACC(C) to examine the issue and take necessary action on an urgent basis.

Item No. 3: Purchase of ready built office space and residential apartments to be constructed by NBCC (Govt. of India enterprise) at East Kidwai Nagar, New Delhi.

The Board approved the agenda as contained in the memorandum. A few members, however, stated that such proposals should have prior approval of the Central Board. They also pointed out that meeting of the Board are not held regularly. The members were informed that since time bound action was required to be taken in the matter and there was no time to go through all the formalities beforehand, action was taken after obtaining the approval of the then Chairman, Executive Committee and Chairman, CBT.

Item No. 4: Recovery of excess amount of Pension drawn by Shri Sukhdeo Sharma Madhup, UDC (Retd), Patna from 01.02.2003 onwards.

CPF informed that a revised agenda has been circulated on the table today. EPFO was instructed to see if there was any angle of collusion and to take suitable action if case was made out. EPFO was also directed to investigate if similar cases were in existence. It was also decided that strict instructions should be issued so that such cases do not recur.
The Board approved the agenda as contained in the revised memorandum.

Item No. 5: Reconstitution of Executive Committee - Election of the representatives of employers' and employees' to the Executive Committee of the Central Board of Trustees.

The Board authorized the Chairman to nominate, government representatives to the Executive Committee. The Board unanimously recommended following representatives to the Executive Committee:

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<th>Name of the Member</th>
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<tr>
<td>1</td>
<td>Dr G Sanjeeva Reddy</td>
<td>Employees</td>
</tr>
<tr>
<td>2</td>
<td>Shri M J Rao</td>
<td></td>
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<td>3</td>
<td>Shri AD Nagpal</td>
<td></td>
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<tr>
<td>4</td>
<td>Dr UD Choubey</td>
<td></td>
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<tr>
<td>5</td>
<td>Sh Badish Jindal</td>
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<tr>
<td>6</td>
<td>Shri Ravi Wig (for the first term of two and a half years)</td>
<td>Employers</td>
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<td>Sh Sharad Patil (to replace Shri Ravi Wig for next term of two and a half years)</td>
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Item No. 6: Reconstitution of other non-oversight Sub-Committees of Central Board of Trustees, Employees' Provident Fund

The Board authorized the Chairman to nominate government representatives and domain experts to the committees. The Board also recommended that the Finance & Investment Committee be renamed Finance Investment and Audit Committee (FIAC) and shall look after audit related issues.

Following were recommended for nomination to the sub-committees:

FINANCE INVESTMENT AND AUDIT COMMITTEE

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<th>Sl No.</th>
<th>Name of the Member</th>
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<tbody>
<tr>
<td>1</td>
<td>Shri Ram Tarneja</td>
<td>EMPLOYERS</td>
</tr>
<tr>
<td>2</td>
<td>Shri J.P. Chowdhary</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Dr G Sanjeeva Reddy</td>
<td>EMPLOYEES</td>
</tr>
<tr>
<td>4</td>
<td>Shri P.J. Banasure</td>
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PENSION IMPLEMENTATION COMMITTEE

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<th>Representing</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Shri G.P. Srivastava</td>
<td>EMPLOYERS</td>
</tr>
<tr>
<td>2</td>
<td>Shri Sharad Patil</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Shri Vinjesh Upadhyay</td>
<td>EMPLOYEES</td>
</tr>
<tr>
<td>4</td>
<td>Shri DL Sachdeva</td>
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</tbody>
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COMMITTEE ON EXEMPTED ESTABLISHMENTS

1. Shri B.P. Pant
2. Shri Susanta Sen
3. Shri A.K. Padmanabhan
4. Shri Ashok Singh

The Committee on Exempted Establishments shall also consider the pending exemption proposals where relaxation has been granted before 31.03.2013 and which have been submitted in the current financial year on behalf of the Central Board and recommend the same to Appropriate Government for grant of exemption. This will be a one-time arrangement which has been necessitated because of large number of proposals required to be considered in the current year in view of Income Tax exemption being available to trusts managing their own PF only up to 31.03.2014.

All other functions of different Sub-Committees of the Central Board shall be as proposed in the agenda.


The Board considered the agenda note.

Shri JP Chaudhary made following points:

   i. Lot of amount is locked up in arrears and litigation is pending on them.
   ii. PSUs account for a larger share of the default and some special recovery should be thought of to address this issue.
   iii. Singapore CPF has a scheme whereby employers housing benefits to its PF members. For this purpose EPF delegation had visited Singapore to study the same few years ago. EPFO should think of a scheme on these lines.
   iv. It may be ascertained whether a case exists for reducing Administrative Charges.
   v. Permanent account number for PF members is required urgently.

Shri M.J. Rao made following points:

   i. Huge amount of arrears, especially the Not Immediately Realisable (NIR) category is a cause of concern.
   ii. The Board had earlier recommended that High Courts be approached for setting up special benches for EPF related matters; there has been no progress in the matter.
   iii. There should be no pendency in settlement of pension cases, especially death claims.
   iv. Even though Annual Accounts slips contain columns for Date of Birth, Date of Joining and nomination but in most of the cases, the field is left blank. The fields must be completed and members informed so that they can request for modifications, if any.
v. Growth in funds invested was declining. This needs to be analysed and put up before the Board.

Shri Ashok Singh made following points:-

i. The benefits in death cases be expedited;

ii. The nomination of the members needs to be collected at the time they become Provident Fund members.

iii. Rate of growth in membership is very low vis-a-vis the growth in number of establishments covered. This needs to be looked into.

iv. The information about membership should be indicated in three categories viz. contributing/non-contributing/inoperative.

v. Unique no. for PF members should be issued on priority.

vi. EPFO should go for universal number and centralisation of database.

Shri A.K. Padmanabhan made following points:-

i. Pension cases need to be handled in a better manner.

ii. Exempted establishments need to be monitored regularly.

iii. Arrears are a cause for concern and needs to be dealt with on priority.

Shri D.L. Sachdeva stated that the details of inoperative accounts are not furnished in the Annual Report. SH Rameshander stated that the Advocate's remuneration is very less and because of this they do not take interest in the cases. This fee needs to be revised.

Responding to members' observations, EPFO assured that pension processing is being revamped. Generally claims settlement rate has improved and much better picture shall emerge in the report for subsequent years. The software for monitoring exempted establishments has been released on 12.01.2014 and it is expected to considerably improve the process. CPFC also informed the Board that the issue of permanent PF account number to members and centralization of accounts is under active consideration and an update status would soon be provided to the Board.

Secretary (I & E) made the following observations:-

I. The issue as to whether outstanding EPF dues can be brought under SARFAESI Act (The Securitization and Reconstruction of Financial Assets and Enforcement of Securities Act, 2002) may be taken up with the Department of Financial Services (DFS), Ministry of Finance- (MoF).

II. It may be ascertained as to whether standing instructions can be given to the banks on deduction of PF dues from employers' account so that the active days required for collection of such dues is reduced.
III. In order to ensure the PSUs do not default in remittance of PF dues, the matter requires to be taken up with the concerned administrative Departments as well as with Ministry of Finance.

IV. As regards providing housing to the members, the US law for HOPA 1995 may also be studied along with the provisions enforced by the Singapore PF authorities.

V. Specific timelines be fixed for claim settlement pertaining to death cases.

VI. Special campaign may be organised for an early settlement of Court cases on arrears.

VII. The matter of inoperative accounts requires urgent attention. It is the liability of EPFO to identify the members, especially of those establishments which have either been closed or are under liquidation, and settle their claims. A special drive may be launched for this purpose.

VIII. Service level bench-marks may be fixed for all major items of work of EPFO and the process of service delivery should be simplified.

IX. The timeline for grievance redressal should be improved further.

X. Coverage of newly identified eligible members should be monitored closely so as to increase compliance among the pay agencies of eligible employees.

XI. The issue of decline in growth of funded deposits should be analysed and put up before FIAC.

XII. The criteria for granting exemption should be reviewed.

Intervening in the discussions, Chairman informed the Board that revision of statutory wage ceiling is under active consideration of the Government and the issue of reduction in administrative charges will be considered once the wage ceiling is increased. He also stated that it is being contemplated whether a mechanism can be worked out for companies to self declare their PF liabilities in respect of all employees on their rolls and pay the dues electronically every month. Chairman requested the members to consider the possibility of a Housing Scheme for the provident fund members by taking additional contribution from them so that on superannuation they can be assured of some shelter on the lines of the facility extended by the Singapore Provident Fund. He further observed that the name of the nominee should always be included in the details to be submitted by the member and a system should be put in place so that claims are settled within hours and not days as is the present practice.

With these observations the Board approved the Annual Report 2012-13 of the EPFO.

Item No. 8: Audited Annual Account in respect of Employees’ Provident Fund Scheme, 1952, Employees’ Pension Scheme, 1995 and Employees’ Deposit Linked Insurance Scheme, 1976 for the financial year 2012-13.

FA & CAO explained the salient features of the audited Annual Accounts. It was stated that action has already been initiated on all the observations made by the
Comptroller & Auditor General. The matter was deliberated and it was decided to adopt the audited Annual Accounts for the financial year 2012-13 with the following observations of Secretary (L&E):

I. A pro-active effort should be made to write off non-operative accounts.

II. Since, the legal position regarding non-payment of interest in case of inoperative accounts is still not clear, provision may be kept for this purpose.

III. All matters pertaining to legacy in case of accounts should be listed out and placed before the Finance, Investment and Audit Committee which should look into these issues, come out with solution to each problem, fix a time frame for addressing them and monitor its implementation.

IV. All accounts should be updated by 31.03.2014 and adequate provisions should be made for this purpose.

V. The issues required to be taken up with State Bank of India should be listed and action initiated on them. If any issue requires to be dealt with at the level of Department of Financial Services, the same may be brought to the notice of Ministry of Labour & Employment.

VI. Clear SOP should be laid down for withdrawals from inoperative accounts. The Finance, Investment and Audit Committee should monitor and review such withdrawals periodically.

VII. In addition EPFO was advised to include more details on expenditure while submitting the accounts for presentation to the Board.

Item No. 9: Declaration of rate of interest for the year 2013-14.

The Board considered the report on Item No. 9 and noted through the observations raised by the Ministry of Finance. The Board noted that provident fund account holders have already been made in Interest Suspense Account and no amount of interest which is due under inoperative account is being used for deciding the rate of interest on Provident Fund deposits for the year 2013-14. It felt that it would be inappropriate not to give dues to the employees as per the provisions of the Scheme. The Board, therefore, decided to recommend to the Government that Provident Fund account holders be given interest at the rate of 8.75% per annum for the year 2013-14.

Item No. 10: Appointment of a Consultant for Selection of Portfolio Manager, Custodian, Concurrent Auditor and Performance Evaluation of Portfolio Managers

Members of the Board were apprised that the Hon'ble Minister-cum-Chairman has already nominated Shri Sharad Patil and Dr. G.Sanjeeva Reddy as members of the Committee to select the Consultant. The Board ratified the same. The Board also ratified the earlier action taken by the EPFO in this regard. Secretary (L&E) observed that the terms of reference for selection of portfolio managers should specifically indicate that there is no
Conflict of interest to the extent that EPF funds are used for investment in the parent companies of the portfolio managers.

Item No. 11: Pattern of Investment 2008 notified by Ministry of Labour & Employment

The Board took note of the proposal as contained in the agenda.

Item No. 12: Additional Investment Guidelines for 2008 Pattern of Investment

After deliberations, the Board decided to refer the matter to Finance, Investment and Audit Committee for taking appropriate action. AS & FA, Ministry of Labour & Employment observed that investment in SDL category should be restricted to states following prudent financial norms. Further, investment under this category should be evenly distributed.

Item No. 13: Correction of name and date of birth of PF member - Provision in the Application software- Subsequent amendments in the Manual of Accounting Procedure of EPFO.

The Board approved the proposal as contained in the agenda.

Item No. 14: Amendment in the Manual of Accounting Procedure, Part II-A for incorporating the revised procedure for settlement of claims.

The Board approved the proposal as contained in the agenda with the observation that the name of the nominee should be visible in the procedure devised for this purpose.

Item No. 15: Increasing the minimum administrative charges in EPF Administration (Account No.2) & EDLI Administration Account (Account No.22).

The Board approved the proposal as contained in para 15.17 of the agenda.

Item No. 16: List of ineligible cases for waiver of damages rejected by CPFC.

The Board took note of the proposal placed before it.

Request for waiver of damages (Item No. 17 to 27)- The agenda as contained in item numbers 17 to 27 were approved by the Board with the rider that the waiver would be only in respect of unpaid damages.

Members raised the issue of certain types of industries such as SMEs MSMEs, plantations etc which are outside the ambit of SARFAESI, which was raised earlier and need to have a separate mechanism. It was decided this may be discussed in Finance, Investment and Audit Committee. Secretary (L&E) observed that the idea of forming a joint lenders' forum may be explored in this regard. It was decided that this may be further deliberated in Finance, Investment and Audit Committee.
Item No 18: Grant of exemption under Section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and Para 27A of the Employees' Provident Funds Scheme, 1952 by Appropriate Government.

CPFC informed the Board that a supplementary agenda note circulated earlier has also been placed on the table.

It was informed to the Hon'ble Members that in most of the cases which are brought before the Board, the establishments are enjoying the relaxation for years together and the issue is brought before the Board for regularizing the relaxation and recommending to the appropriate Government for a final decision in the matter. After deliberations, it was decided that in all the cases included in the present agenda be recommended to the appropriate Government for taking a decision. The Board also decided that it should be seen that none of these establishments are in default. It was further decided that a detailed SOP for granting exemption should be brought before the Executive Committee for consideration.

As regards Tata Marcopolo Motors Ltd., it was informed that it is the only case which is pending in the office for a case of exemption wherein relaxation has been granted earlier. The Board decided that the case of exemption of Tata Marcopolo Motors Ltd. be recommended from the present agenda.

With these observations, the Board approved the proposals as contained in the agenda.


The Board approved the proposal as contained in the agenda.

Item No 30: Proposal on amendment of Para 32(1) of EPS, 95-Annual Valuation of Employees' Pension Fund.

The Board decided to continue with annual valuation of the Employees' Pension Fund.

Item No 31: Significant action taken by EPFO since the last CBT (201st meeting held on 25th February 2013) - for information

The Board took note of the agenda placed before it.
Item No 32: Revised Estimates for the year 2013-14 and Budget Estimates for the year 2014-15 for EPFO and Schemes administered by EPFO.

Since details were not brought about clearly, The Board decided that the Revised Estimates (2013-14) and Budget Estimates (2014-15) to be placed before the Executive Committee who were delegated the power to approve it.

Item No. 33: Delegation of Administrative and Financial Powers to Chief Engineer, PFD, EPFO.

The Board approved the proposal as contained in the agenda.

Item No 34: Grant of Senior Time Scale of PB3 Rs.15600-39100/- Grade Pay Rs. 6600/- to regular APFCs after completion of 5 years - Implementation date clarification.

The Board decided that since matter is a complex one, a detailed analysis be made of the whole proposal and placed before Executive Committee for consideration.

Item No. 35: Liberalizing Terms & Conditions for grant of Instalment facility to defaulting establishments to liquidate dues.

The Board approved the proposal as contained in the agenda.

Item No 36: Authorizing the Committee on Exempted Establishments (A Sub-Committee of the Central Board) for consideration of the proposals for grant of exemption to the establishments subject to ratification.

The Board approved that the Sub-Committee be authorised to consider exemption proposals subject to ratification by the Board, as a time arrangement which has been necessitated because of large number of proposals required to be considered in the current year in view of Income Tax exemption being available to trusts managing their own PF only up to 31.03.2014.

Item No. 37: Agenda for amendment to the Employees’ Deposit Linked Insurance Scheme, 1976.

The Board was informed that actuarial valuation of the EDLI Scheme 1976 is underway. Board decided that pending finalisation of the actuarial valuation, an interim additional benefit of 20% over and above what is admissible under the provisions of the Scheme be allowed to beneficiaries.

Shri M.J. Rao stated that there is a need for providing medical benefit to members by amending Section 6C of the Act. It was felt that this issue has already been raised earlier also will be studied further.
Item No.38: Suggested issues by few CBT members.

The Board decided that whenever any fraud is discovered civil and criminal action shall be taken against delinquent employers.

Members desired that the contact details of EPF officers be updated regularly on www.epfindia.gov.in.

The Board appreciated that agenda and minutes of CBT and EC are available on web. It was desired that agenda and minutes of all sub-committees of the Board and Executive Committee be also put on web. The Board also directed to explore the possibility of setting up of information kiosks in all offices of EPFO so that stake holders could access information through such kiosks directly.

Shri M.J. Rao raised the issue of installation of lift in the SRO Vishakhapatnam. Shri A.K. Padmanabhan stated that the issue of office building for SRO Tambaram needs to be resolved at the earliest.

Shri Raman Pandey raised the issue of small mills in Kolkata, many of which are exempted establishments and are not paying PF or gratuity dues and holding on to workers money. He also raised the issue of providing social security in the form of PF to workers engaged in various small establishments.

The meeting ended with a vote of thanks for all.

202nd meeting of CBT EPI, 13.01.2014
Page 12
No. Conf. 4 (B) 2014/Sub-Committees/

To

All Members
Central Board of Trustees, EPF

Subject: Reconstitution of Committee on Exempted Establishments, CBT, EPF- Regarding.

Sir,

I am directed to say that consequent to the reconstitution of the Central Board of Trustees, EPF, the competent authority has reconstituted the Committee on Exempted Establishments, of the CBT consisting of the following members:-

<table>
<thead>
<tr>
<th>Chairman</th>
<th>CPFC (Ex-officio)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Govt. representative</td>
<td>1) JS&amp;FA, Ministry of Labour &amp; Employment</td>
</tr>
<tr>
<td></td>
<td>2) Director (SS), MOL&amp;E</td>
</tr>
<tr>
<td>Employers' Representative</td>
<td>1) Shri B.P. Pant</td>
</tr>
<tr>
<td></td>
<td>2) Shri Susanta Sen</td>
</tr>
<tr>
<td>Employees' Representative</td>
<td>1) Shri A.K. Padmanabhan</td>
</tr>
<tr>
<td></td>
<td>2) Shri Ashok Singh</td>
</tr>
<tr>
<td>Convenor</td>
<td>ACC (Exemption), EPFO</td>
</tr>
</tbody>
</table>

2. The terms of reference of the Committee on Exempted Establishments are as under:

i) To oversee the working of exempted establishments in all respects and to make suggestions for consideration of the Board to improve working of the exempted establishments.

ii) To consider and suggest additional guidelines for grant of exemption/relaxation.

iii) To review the role of exempted trusts in the context of changing business environment and current experience.

iv) The Committee on Exempted Establishments shall also consider the pending exemption proposals where relaxation has been granted before 31.03.2013 and which have been submitted in current financial year on behalf of the Central Board and recommend the same to Appropriate Government for grant of exemption. This will be a one-time arrangement which has been necessitated because of large number of proposals required to be considered in the current year in view of Income Tax exemption being available to trusts managing their own PF only up to 31.03.2014.

(This issues with the approval of the CPFC).

Yours faithfully,

(P. K. Udgata)

Additional Central Provident Fund Commissioner (Conf.)
Copy for information and necessary action:

1. PS to Hon'ble Chairman Central Board of Trustees (EPF), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.

2. PS to Hon'ble Vice-Chairman Central Board of Trustees (EPF), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.

3. PS to Secretary Labour & Employment and Chairperson, Executive Committee (EPF), Ministry of Labour & Employment, New Delhi.

4. PS to Additional Secretary (SS), Labour & Employment Ministry of Labour & Employment, New Delhi.

5. PS to Joint Secretary (SS)/Director (SS), Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.


7. All Divisional Heads in Head Office.

8. The Section Officer, SS-II Section, Ministry of Labour & Employment, Shram Shakti Bhawan, New Delhi.

9. PS to CPFC vide Dy. No. 85882 dated 07/03/2014

10. Guard File.

Additional Central Provident Fund Commissioner (Conf.)
Item No. 6  Reconstitution of other non-statutory Sub-Committees of Central Board of Trustees, Employees' Provident Fund.

6.1 The Central Board of Trustees, Employees' Provident Fund has been reconstituted vide Gazette notification No.V-20012/1/2013-SS-II dated 23.05.2013 for a period of five years. This has necessitated reconstitution of the Committees/Sub-Committees of the Board.

6.2 The Employees' Provident Funds & Misc. Provisions Act, 1952 provides for constitution of Executive Committee under Section 5AA to assist the Board in discharge of its functions. A separate agenda item proposing constitution of Executive Committee, CBT (EPF) is placed as item No.3 in this agenda book for consideration of the Board.

6.3 There is no provision in Act and / or Schemes framed thereunder to provide for constitution of any other committees/sub-committees. However, as indicated below, the Board, has from time to time constituted specialized Committees to assist the Board in discharge of its functions:

a) Finance & Investment Committee
b) Pension Implementation Committee
c) Committee on Exempted Establishments

6.4 The functions of these Committees are given below:

(a) Finance & Investment Committee:

i. To oversee the investments being done at present by portfolio managers.
ii. To watch timely investment of trust money with a view to realizing the optimum return thereon.
iii. To issue such directions, as may be considered necessary, to the portfolio managers in regard to investment-re-investment of redemption proceeds, interest etc. with the Investment pattern provided by the Govt. from time to time.
iv. To recommend rate of interest for the members of the Fund.
v. Periodic review of utilization of the Special Reserve Fund.
vi. To recommend formulation of guidelines for utilization of the Special Reserve Fund.
vii. Any others work/responsibility that may be assigned by the Board.

(b) Pension Implementation Committee:

i. To review the functioning of the Employees' Pension Scheme, 1995 including computerization in EPFO, disbursement of pension etc.
ii. To consider suggestion/proposals for amendment in the Employees; Pension Scheme, 1995.
(c) **Committee on Exempted Establishments:**

i. To oversee the working of exempted establishments in all respects and to make suggestions for consideration of the Board to improve working of the exempted establishments.

ii. To consider and suggest additional guidelines for grant of exemption/relaxation.

iii. To review the role of exempted trusts in the context of changing business environment and current experience.

iv. For consideration of proposals for grant of exemption to the establishments subject to ratification.

6.5 As these Committees are now required to be reconstituted following composition is proposed:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Sub-Committee</th>
<th>Chairman</th>
<th>Representative of</th>
<th>Domain Expert</th>
<th>Convener</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>EEs.</td>
<td>ERs.</td>
<td>Govt.</td>
</tr>
<tr>
<td>A.</td>
<td>Finance &amp; Investment Committee</td>
<td>CPFC (ex-officio)</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>B.</td>
<td>Pension Implementation Committee</td>
<td>CPFC (ex-officio)</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>C.</td>
<td>Committee on Exempted Establishments</td>
<td>CPFC (ex-officio)</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

6.6 From time to time, Board had also constituted Sub-Committees for specific purposes as indicated below:

<table>
<thead>
<tr>
<th>S.N.</th>
<th>Name of the Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Sub-Committee on study and implementation of XLRI Report</td>
</tr>
<tr>
<td>2.</td>
<td>Sub-Committee on review of Employees Pension Scheme 1995</td>
</tr>
<tr>
<td>3.</td>
<td>Sub-Committee on Workers Capital Trust</td>
</tr>
<tr>
<td>4.</td>
<td>Sub-Committee for monitoring the extension of social security to the construction workers</td>
</tr>
<tr>
<td>5.</td>
<td>Sub-Committee on Strategic Adjustment in Compliance 2001 Programme</td>
</tr>
<tr>
<td>6.</td>
<td>Sub-Committee of the Executive Committee on Building and Construction</td>
</tr>
</tbody>
</table>
6.7 These sub-Committees being subject specific have served their purpose. As and when any specific issue is placed before the Board for consideration, the Board may consider constituting a separate sub-Committee as required.

6.8 There was a separate Committee of the Board on IT Reforms and for Monitoring Re-inventing EPF India, constituted for overseeing the implementation of Phase-I of Computerisation in EPFO. However, CBT, EPF in its 200th meeting held on 7th August 2012 has approved following delegation of powers regarding Computerisation:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Chairman, CBT, EPF</th>
<th>Full Powers</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Executive Committee, CBT, EPF</td>
<td>a) Upto Rs. 25 crore, b) Beyond Rs. 25 crore, the matter shall be placed before Chairman of the Board alongwith recommendations of the EC.</td>
</tr>
<tr>
<td>2.</td>
<td>Central Provident Fund Commissioner</td>
<td>Upto Rs. 5 crores.</td>
</tr>
</tbody>
</table>

6.9 In view of the foregoing the Committee on IT Reforms shall now be a Sub-Committee of Executive Committee, CBT, EPF. There is another sub-Committee of Executive Committee, viz. the Committee on Building and Construction. Following composition is proposed for these sub-Committees:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the Sub-Committee</th>
<th>Chairman</th>
<th>Representative of</th>
<th>Domain Expert</th>
<th>Convener</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Committee on IT Reforms</td>
<td>CPFC (ex-officio)</td>
<td>01 01</td>
<td>a) Additional Secretary, Ministry of Labour &amp; Employment. b) FA, Ministry of Labour &amp; Employment. c) JSG (NEGP), Ministry of Information Technology, Govt. of India.</td>
<td>2 (one each from NIC and Deptt. of Information Technology, Govt. of India).</td>
</tr>
<tr>
<td>2.</td>
<td>Committee on Building &amp; Construction</td>
<td>01 01 2 01</td>
<td>CE(PFD)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
6.10 A separate proposal shall be placed for constituting the above two committees before the next meeting of the EC.

6.11 The Board may accordingly consider the proposal for constitution along with the suggested composition of the following committees:
   a) Finance & Investment Committee
   b) Pension Implementation Committee
   c) Committee on Exempted Establishments

6.12 The Board may also consider authorizing Chairman CBT, EPF to nominate members to the Committee mentioned in para 6.5 above.

Proposal: The proposal as contained in the memorandum is accordingly placed before CBT, EPF for consideration.
<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Name of the establishment</th>
<th>Office</th>
<th>Code No.</th>
<th>With effect from</th>
<th>Section/Para</th>
<th>Appropriate Government</th>
<th>No. of members</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>M/s. SOS Children's Villages of India</td>
<td>RO, Delhi (North)</td>
<td>DL/14906</td>
<td>01.04.1990</td>
<td>27A Central Government</td>
<td>1148</td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>M/s. Christian Medical College Ludhiana</td>
<td>RO, Ludhiana</td>
<td>PN/5972</td>
<td>01.12.1989</td>
<td>17(1)(a) Govt. of Punjab</td>
<td>2181</td>
<td></td>
</tr>
<tr>
<td>5.</td>
<td>M/s. Housing and Urban Development Corporation Ltd.</td>
<td>RO, Delhi (North)</td>
<td>DL/6349</td>
<td>01.05.1988</td>
<td>27A Central Government</td>
<td>949</td>
<td></td>
</tr>
<tr>
<td>6.</td>
<td>M/s. UP Twiga Fiberglass Ltd.</td>
<td>RO, Meerut</td>
<td>UP/7704</td>
<td>01.04.1983</td>
<td>17(1)(a) Govt. of India</td>
<td>434</td>
<td></td>
</tr>
<tr>
<td>7.</td>
<td>M/s. Sapient Consulting Private Limited</td>
<td>RO, Gurgaon</td>
<td>HR/30659</td>
<td>01.12.2010</td>
<td>27A Govt. of India</td>
<td>681</td>
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</tr>
<tr>
<td>8.</td>
<td>M/s. Nokia India Private Ltd.</td>
<td>RO, Gurgaon</td>
<td>HR/26809</td>
<td>30.06.2005</td>
<td>27A Govt. of India</td>
<td>2279</td>
<td></td>
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<tr>
<td>9.</td>
<td>M/s. Ester Industries Ltd.</td>
<td>SRO, Haldwani</td>
<td>UK/34958</td>
<td>01.03.2009</td>
<td>27A Govt. of India</td>
<td>158</td>
<td></td>
</tr>
<tr>
<td>10.</td>
<td>M/s. Shekhavati Investment &amp; Traders Ltd.</td>
<td>SRO, Park Street, Kolkata</td>
<td>WB/42486</td>
<td>01.12.2007</td>
<td>17(1)(a) Central Govt. of India</td>
<td>5</td>
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</tr>
<tr>
<td>11.</td>
<td>M/s. Hindustan Charity Trust, 1959</td>
<td>SRO, Park Street, Kolkata</td>
<td>WB/42489</td>
<td>01.12.2007</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>2</td>
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</tr>
<tr>
<td>12.</td>
<td>M/s. India Silica Magnesite Works</td>
<td>SRO, Park Street</td>
<td>WB/42487</td>
<td>01.12.2007</td>
<td>17(1)(a) Govt. of India</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>13.</td>
<td>M/s. Birla Seva Trust</td>
<td>SRO, Park Street, Kolkata</td>
<td>WB/42488</td>
<td>01.12.2007</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>14.</td>
<td>M/s. M.P. Birla Institute of Fundamental Research</td>
<td>SRO, Park Street</td>
<td>WB/42500</td>
<td>01.01.2008</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td>15.</td>
<td>M/s. East India Investment Company</td>
<td>RO, Kolkata</td>
<td>WB/CA/483 92</td>
<td>01.01.2008</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>16.</td>
<td>M/s. Punjab Produce and Trading Company Pvt. Ltd.</td>
<td>RO, Kolkata</td>
<td>WB/CA/483 88</td>
<td>01.01.2008</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>17.</td>
<td>M/s. Gwaller Webbing Co. Pvt. Ltd.</td>
<td>RO, Kolkata</td>
<td>WB/CA/483 91</td>
<td>01.01.2008</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>18.</td>
<td>M/s. Punjab Produce Holdings Ltd.</td>
<td>RO, Kolkata</td>
<td>WB/48404</td>
<td>01.01.2008</td>
<td>17(1)(a) Govt. of West Bengal</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>20.</td>
<td>M/s. Tata Sons Limited</td>
<td>RO, Bandra</td>
<td>MH/125395</td>
<td>01.03.2009</td>
<td>17(1)(a) State Govt. of Maharashtra</td>
<td>257</td>
<td></td>
</tr>
<tr>
<td>No.</td>
<td>Name of the Company</td>
<td>Address</td>
<td>Registration No.</td>
<td>Date of Notification</td>
<td>Category</td>
<td>Post Office Address</td>
<td></td>
</tr>
<tr>
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</tr>
<tr>
<td>1</td>
<td>M/s. Tata Housing Development Cooperative Ltd.</td>
<td>RO, Bandra</td>
<td>MH/35195</td>
<td>01.01.1994</td>
<td>17(1)(a)</td>
<td>Central Government</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>M/s. Hewlett Packard Financial Services (India) Private Ltd.</td>
<td>RO, Bandra</td>
<td>KN/67172</td>
<td>01.01.1998</td>
<td>17(1)(a)</td>
<td>Central Government</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>M/s. Bajaj Electricals Ltd</td>
<td>RO, Bandra</td>
<td>MH/BAN/460</td>
<td>01.08.2008</td>
<td>27A</td>
<td>Central Government</td>
<td></td>
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<tr>
<td>4</td>
<td>M/s. Eicher Engineering Components</td>
<td>RO, Bandra</td>
<td>MH/THN/11540</td>
<td>01.06.1997</td>
<td>27A</td>
<td>Central Government</td>
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<tr>
<td>6</td>
<td>M/s. Graphite (I) Ltd.</td>
<td>RO, Bandra</td>
<td>MH/BAN/42907</td>
<td>01.03.2009</td>
<td>27A</td>
<td>Central Government</td>
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</tr>
<tr>
<td>7</td>
<td>M/s. National Stock Exchange of India Ltd.</td>
<td>RO, Bandra</td>
<td>MH/BAN/49971</td>
<td>16.11.2007</td>
<td>27A</td>
<td>Central Government</td>
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<td>9</td>
<td>M/s. SBI Life Insurance Co. Ltd.</td>
<td>RO, Bandra</td>
<td>MH/BAN/49971</td>
<td>16.11.2007</td>
<td>27A</td>
<td>Central Government</td>
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<tr>
<td>10</td>
<td>M/s. Century Textiles and Industries Ltd.</td>
<td>RO, Bandra</td>
<td>MH/BAN/4269</td>
<td>01.01.2012</td>
<td>27A</td>
<td>State Government of Maharashtra</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>M/S Coca-Cola India Inc.</td>
<td>R.O, Gurgaon</td>
<td>HR/GGN/10374</td>
<td>19.10.2007</td>
<td>17(1)(a)</td>
<td>Government of India</td>
<td></td>
</tr>
</tbody>
</table>
A. Name of the Establishment: M/s. The State Trading Corporation of India Ltd.
Code No.: DL/791
No of members: 810
Name of the Office: RPFC, Delhi (North)
Date from Exemption sought: 30.04.1962
Section/Para under which Exemption sought: 27A
Appropriate Government: Central Government

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Delhi (North) to Head Office on 17.01.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:
   > The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   > The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:
   > The application for exemption is by the employer and is addressed to the Appropriate Government.
   > RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   > RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   > There is specific recommendation of the RPFC for grant of exemption.
   > There is consent of a majority of employees for exemption.
   > The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   > Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   > The establishment is stated to be regular in compliance.
   > The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
B. Name of the Establishment: M/s. Power Finance Corporation Ltd.
Code No.: DL/14037
No of members: 373
Name of the Office: RPFC, Delhi (North)
Date from Exemption sought: 01.11.1991
Section/Para under which Exemption sought: 27A
Appropriate Government: Central Government

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Delhi (North) to Head Office on 21.01.2013. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 05.02.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:
   ➢ The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   ➢ The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:
   ➢ The application for exemption is by the employer and is addressed to the Appropriate Government.
   ➢ RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   ➢ RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   ➢ There is specific recommendation of the RPFC for grant of exemption;
   ➢ There is consent of a majority of employees for exemption.
   ➢ The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   ➢ Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   ➢ The establishment is stated to be regular in compliance.
   ➢ The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and Instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Subcommittee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Delhi (North) to Head Office on 04.11.2013. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 23.01.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of Punjab. The same was forwarded by RPFC, Ludhiana to Head Office on 15.12.2006. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 10.03.2014.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

   ➤ The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   ➤ The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   ➤ The application for exemption is by the employer and is addressed to the Appropriate Government.
   ➤ RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   ➤ RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   ➤ There is specific recommendation of the RPFC for grant of exemption.
   ➤ There is consent of a majority of employees for exemption.
   ➤ The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   ➤ Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   ➤ The establishment is stated to be regular in compliance.
   ➤ The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
E. Name of the Establishment: M/s. Housing and Urban Development Corporation Ltd.

Code No.: DL/6349
No of members: 949
Name of the Office: RPFC, Delhi (North)
Date from Exemption sought: 01.05.1988
Section/Para under which Exemption sought: 27A

Appropriate Government: Central Government

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Delhi (North) to Head Office on 04.02.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

➢ The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
➢ The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

➢ The application for exemption is by the employer and is addressed to the Appropriate Government.
➢ RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
➢ RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
➢ There is specific recommendation of the RPFC for grant of exemption.
➢ There is consent of a majority of employees for exemption.
➢ The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
➢ Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
➢ The establishment is stated to be regular in compliance.
➢ The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of India. The same was forwarded by RPFC, Meerut to Head Office on 17.03.2009. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 10.12.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952.
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and Instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
G. Name of the Establishment : M/s. Sapient Consulting Private Limited
Code No. : HR/30659
No of members : 681
Name of the Office : RO, Gurgaon
Date from Exemption sought : 01.12.2010
Section/Para under which Exemption sought : 27A
Appropriate Government : Govt. of India

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, RO, Gurgaon to Head Office on 21.12.2012. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 11.03.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Gurgaon to Head Office on 30.01.2009. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 11.03.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
1. **Name of the Establishment**: M/s. Ester Industries Limited
   - **Code No.**: UK/34958
   - **No of members**: 158
   - **Name of the Office**: SRO, Haldwani
   - **Date from Exemption sought**: 01.03.2009
   - **Section/Para under which Exemption sought**: 27A
   - **Appropriate Government**: Govt. of India

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, SRO, Haldwani to Head Office on 18.08.2010. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 20.03.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

   - The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   - The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   - The application for exemption is by the employer and is addressed to the Appropriate Government.
   - RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   - RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   - There is specific recommendation of the RPFC for grant of exemption.
   - There is consent of a majority of employees for exemption.
   - The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   - Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   - The establishment is stated to be regular in compliance.
   - The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

   Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, SRO, Park Street, Kolkata to Head Office on 15.12.2008. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 11.03.2014.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, SRO, Park Street, Kolkata to Head Office on 15.12.2008. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 11.03.2014.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
L. Name of the Establishment : M/s. India Silica Magnesite Works
Code No. : WB/42487
No of members : 4
Name of the Office : SRO, Park Street
Date from Exemption sought : 01.12.2007
Section/Para under which Exemption sought : 17(1)(a)
Appropriate Government : Government of India

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, SRO, Park Street, Kolkata to Head Office on 25.03.2008. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 25.09.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
The application for exemption is by the employer and is addressed to the Appropriate Government.

RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.

RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India from time to time.

There is specific recommendation of the RPFC for grant of exemption.

There is consent of a majority of employees for exemption.

The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.

Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.

The establishment is stated to be regular in compliance.

The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix ‘A’ to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, SRO, Park Street, Kolkata to Head Office on 24.03.2008. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 24.02.2014.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
O. Name of the Establishment : M/s. East India Investment Company Pvt. Ltd.
Code No. : WB/CA/48392
No of members : 8
Name of the Office : RO, Kolkata
Date from Exemption sought : 01.01.2008
Section/Para under which Exemption sought : 17(1)(a)
Appropriate Government : Government of West Bengal

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, RO, Kolkata to Head Office on 12.01.2012. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 15.11.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:
- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:
- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in 'Appendix A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.

A5
<table>
<thead>
<tr>
<th>P. Name of the Establishment</th>
<th>M/s. Punjab Produce and Trading Company Pvt. Ltd.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Code No.</td>
<td>WB/CA/48388</td>
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<tr>
<td>No of members</td>
<td>12</td>
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<tr>
<td>Name of the Office</td>
<td>RO, Kolkata</td>
</tr>
<tr>
<td>Date from Exemption sought</td>
<td>01.01.2008</td>
</tr>
<tr>
<td>Section/Para under which Exemption sought</td>
<td>17(1)(a)</td>
</tr>
<tr>
<td>Appropriate Government</td>
<td>Government of West Bengal</td>
</tr>
</tbody>
</table>

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, RO, Kolkata to Head Office on 12.01.2012. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 14.11.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:
   a. The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   b. The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:
   a. The application for exemption is by the employer and is addressed to the Appropriate Government.
   b. RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   c. RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   d. There is specific recommendation of the RPFC for grant of exemption.
   e. There is consent of a majority of employees for exemption.
   f. The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   g. Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   h. The establishment is stated to be regular in compliance.
   i. The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix ‘A’ to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and Instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
Q. Name of the Establishment : M/s. Gwalior Webbing Co. Pvt. Ltd.
   Code No. : WB/CA/48391
   No of members : 3
   Name of the Office : RO, Kolkata
   Date from Exemption sought : 01.01.2008
   Section/Para under which Exemption sought : 17(1)(a)
   Appropriate Government : Government of West Bengal

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, RO, Kolkata to Head Office on 16.01.2012. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 15.11.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

   ➤ The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   ➤ The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   ➤ The application for exemption is by the employer and is addressed to the Appropriate Government.
   ➤ RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   ➤ RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   ➤ There is specific recommendation of the RPFC for grant of exemption.
   ➤ There is consent of a majority of employees for exemption.
   ➤ The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   ➤ Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   ➤ The establishment is stated to be regular in compliance.
   ➤ The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix ‘A’ to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
### Exemption Application

<table>
<thead>
<tr>
<th><strong>R.</strong></th>
<th><strong>Name of the Establishment</strong></th>
<th><strong>M/s. Punjab Produce Holdings Limited</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Code No.</strong></td>
<td><strong>WB/CA/48404</strong></td>
<td><strong>3</strong></td>
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<td><strong>No of members</strong></td>
<td><strong>3</strong></td>
<td><strong>RO, Kolkata</strong></td>
</tr>
<tr>
<td><strong>Name of the Office</strong></td>
<td><strong>01.01.2008</strong></td>
<td><strong>17(1)(a)</strong></td>
</tr>
<tr>
<td><strong>Date from Exemption sought</strong></td>
<td><strong>Section/Para under which Exemption sought</strong></td>
<td><strong>Government of West Bengal</strong></td>
</tr>
</tbody>
</table>

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of West Bengal. The same was forwarded by RPFC, RO, Kolkata to Head Office on 16.01.2012. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 15.11.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

   - The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952.
   - The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   - The application for exemption is by the employer and is addressed to the Appropriate Government.
   - RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   - RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment In this regard from time to time.
   - There is specific recommendation of the RPFC for grant of exemption.
   - There is consent of a majority of employees for exemption.
   - The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   - Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   - The establishment is stated to be regular in compliance.
   - The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India, and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
### 2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, RO, Kolkata to Head Office on 09.05.2012. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 14.11.2013.

### 3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

### 4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before the Sub-Committee of CBT, EPF on Exempted Establishments for consideration and recommendation to Appropriate Government for grant of exemption.
1. **Name of the Establishment**: M/s. Tata Sons Limited  
   **Code No.**: MH/125395  
   **No of members**: 257  
   **Name of the Office**: RO, Bandra  
   **Date from Exemption sought**: 01.03.2009  
   **Section/Para under which Exemption sought**: 17(1)(a)  
   **Appropriate Government**: State Government of Maharashtra

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to State Government of Maharashtra. The same was forwarded by RPFC, Bandra to Head Office on 10.01.2014. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 20.03.2014.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

   ➢ The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   ➢ The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   ➢ The application for exemption is by the employer and is addressed to the Appropriate Government.
   ➢ RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   ➢ RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   ➢ There is specific recommendation of the RPFC for grant of exemption.
   ➢ There is consent of a majority of employees for exemption.
   ➢ The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   ➢ Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   ➢ The establishment is stated to be regular in compliance.
   ➢ The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of India Ministry of Labour. The same was forwarded by RPFC, Bandra to Head Office on 10.09.2007. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 11.10.2013.

The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952.
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
V. Name of the Establishment : M/s Hewlett Packard Financial Services (India) Private Limited.

Code No. : KN/67172
No of members : 28
Name of the Office : RPFC, Bangalore
Date from Exemption sought : Date of notification
Section/Para under which Exemption sought : 17(1)(a)
Appropriate Government : Central Government

2. The above establishment has submitted the proposal for exemption under Section 17(1)(a) addressed to Government of India. The same was forwarded by RPFC, Bangalore to Head Office on 25.07.2013. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 8.11.2013.

3. The following requirements for grant of exemption under Section 17(1)(a) are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is complying as an unexempted establishment and the compliance is stated to be up-to-date.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
W. Name of the Establishment : M/s. Bajaj Electricals Ltd.
Code No. : MH/BAN/460
No of members : 1485
Name of the Office : RPFC, Bandra
Date from Exemption sought : 01.01.1998
Section/Para under which Exemption sought : 27A
Appropriate Government : Central Government

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Bandra to Head Office on 20.03.2013. The inconsistencies observed in the proposal by Head Office were rectified by respective Office and last such reference was received from field office on 06.02.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Thane to Head Office on 16.05.2013. The inconsistencies observed in the proposal by Head Office were rectified by respective Office and last such reference was received from field office on 10.01.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Bandra to Head Office on 03.08.2012. The inconsistencies observed in the proposal by Head Office were rectified by respective Office and last such reference was received from field office on 22.11.2013.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- Up-to-date compliance status of the establishment is regular.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
2. Name of the Establishment: M/s. Graphite (I) Ltd.
   Code No.: MH/BAN/19795
   No of members: 60 Exempted and 921 Un-exempted
   Name of the Office: RPFC, Bandra
   Date from Exemption sought: 01.10.2011
   Section/Para under which Exemption sought: 27A
   Appropriate Government: State Government of Maharashtra

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to State Government of Maharashtra. The same was forwarded by RPFC, Bandra to Head Office on 14.12.2012. The inconsistencies observed in the proposal by Head Office were rectified by respective Office and last such reference was received from field office on 16.01.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

   ➢ The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   ➢ The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   ➢ The application for exemption is by the employer and is addressed to the Appropriate Government.
   ➢ RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   ➢ RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   ➢ There is specific recommendation of the RPFC for grant of exemption.
   ➢ There is consent of a majority of employees for exemption.
   ➢ The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   ➢ Names and addresses of all the members of the B&OTs have been incorporated in the Trust Rule.
   ➢ The establishment is stated to be regular in compliance.
   ➢ The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix ‘A’ to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
AA. Name of the Establishment : M/s National Stock Exchange of India Ltd.
Code No. : MH/BAN/42907
No of members : 435
Name of the Office : RPFC, Bandra
Date from Exemption sought : 01.03.2009
Section/Para under which Exemption sought : 27A
Appropriate Government : Central Government

2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Bandra to Head Office on 15.09.2011. The inconsistencies observed in the proposal by Head Office were rectified by respective Office and last such reference was received from field office on 02.01.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment :

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below :

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to State Government of Maharashtra. The same was forwarded by RPFC, Bandra to Head Office on 07.09.2009. The inconsistencies observed in the proposal by Head Office were rectified by respective Office and last such reference was received from field office on 15.01.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
2. The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to Central Government. The same was forwarded by RPFC, Bandra to Head Office on 16.04.2009. The inconsistencies observed in the proposal were rectified by respective Office and last such reference was received from field office on 07.02.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

   a. The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
   b. The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

   a. The application for exemption is by the employer and is addressed to the Appropriate Government.
   b. RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
   c. RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
   d. There is specific recommendation of the RPFC for grant of exemption.
   e. There is consent of a majority of employees for exemption.
   f. The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
   g. Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
   h. The establishment is stated to be regular in compliance.
   i. The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix 'A' to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
The above establishment has submitted the proposal for exemption under Para 27A of the Scheme addressed to State Government of Maharashtra. The same was forwarded by RPFC, Bandra to Head Office on 07.11.2013. The inconsistencies observed in the proposal by the Head Office were rectified by respective Office and last such reference was received from field office on 24.02.2014.

3. The following requirements for grant of exemption under Para 27A of the Scheme are fulfilled by the applicant establishment:

- The Rules of its Provident Fund with respect to the rates of contribution are not less favourable than those specified in Section 6 of the EPF & MP Act, 1952 and
- The employees are also in enjoyment of other Provident Fund benefits which on the whole are not less favourable than the benefits provided under this Act or the EPF Scheme, 1952.

4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix ‘A’ to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.
4. Other essential requirements for grant of exemption have also been verified and are found in order. The same are detailed below:

- The application for exemption is by the employer and is addressed to the Appropriate Government.
- RPFC concerned has examined the proposal in accordance with the Ten Point Checklist prescribed by the Ministry of Labour and Employment, Government of India and certified that the proposal is in order.
- RPFC concerned certified that the investments by the Trust during the last three years have been as per the pattern of investment prescribed by the Government of India Ministry of Labour and Employment in this regard from time to time.
- There is specific recommendation of the RPFC for grant of exemption.
- There is consent of a majority of employees for exemption.
- The composition of the Board of Trustees is in accordance with the provisions of Para 79 of the Scheme.
- Names and addresses of all the members of the BOTs have been incorporated in the Trust Rule.
- The establishment is stated to be regular in compliance.
- The RPFC has submitted copies of balance sheets of the establishment and of the Trust for last three years.

Above all, the proposal has been examined in the light of Act and Scheme provisions, conditions stipulated in Appendix ‘A’ to Para 27AA of the EPF Scheme, 1952, Ten Point Checklist prescribed by Ministry of Labour & Employment, Government of India and Instructions issued by EPFO from time to time in this regard and it is found to be a fit case to be placed before CBT, EPF for consideration and recommendation to Appropriate Government for grant of exemption.

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<th>AE.</th>
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<th>M/s. Coca-Cola India Inc</th>
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<td>Code No.</td>
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<td>Section/Para under which Exemption sought</td>
<td>U/s 17(1)(a)</td>
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<td>Appropriate Government</td>
<td>Govt. of India</td>
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</table>
Item No. 2: Rate of surcharge to be levied on Board of Trustees of the exempted/relaxed establishments on account of deviation from the prescribed pattern of investment.

To be placed on table.
Item No. 3: Any other item with the permission of the Chair.
To All The Members, (As per the list enclosed),
Sub - Committee on Exempted Establishments,
Central Board of Trustees, EPF.

Subject: Minutes of the 35th Meeting of the Sub-Committee on Exempted Establishment, CBT, EPFO held on 28.03.2014 at Conference Hall, 3rd Floor, EPFO, Head Office, New Delhi-110066.

Sir,

Kindly refer to EPFO Letter No. E.III/18(1)04/Sub Committee/27351 dated 25.03.2014 on the above subject.

A copy of approved minutes of 35th meeting of Sub-Committee of CBT on exempted establishment held on 28.03.2014 at Conference Hall, 3rd Floor, EPFO, Head Office, New Delhi-110066 is enclosed herewith for your kind information.

Yours faithfully,

(Animesh Mishra)
Regional P.F. Commissioner- I (Compliance)

Copy to: Central Provident Fund Commissioner/Chairman, Sub-Committee on Exempted Establishments along with a copy of approved minutes of 35th meeting (through PS), EPFO, Head Office, New Delhi.
List of Members of the Sub-Committee on Exempted Establishments, Central Board of Trustees, EPF

1. Smt. Meenakshi Gupta, IA & AS, Joint Secretary & Financial Advisor, Room No. 107, Shram Shakti Bhawan, Ministry of Labour & Employment, Government of India, New Delhi

2. Director (SS), Ministry of Labour & Employment, Government of India, Shram Shakti Bhawan, New Delhi-110001.

3. Shri B.P. Pant Secretary, FICCI & ED, AIOE (Res.) V/5, NCERT Campus, Aurobindo Marg, New Delhi-110016. (Off.) Executive Director, All India Orgn. Of Employers, Federation House, Tansen Marg, New Delhi-110001.

4. Shri Sushanta Sen, Principal Advisor, Confederation of Indian Industry, 249-F, Sector 18, Udyog Vihar, Phase-IV, Gurgaon-122015 (Haryana).

5. Shri A.K. Padmanabhan, President, CITU, B.T.R. Bhawan, 13A, Rouse Avenue, New Delhi-110002.

6. Shri Ashok Singh VP, INTUC & Chairman, CBWE, (Res.) No. 435, Vishwas Khand III, Gomti Nagar, Lucknow (UP). (Off.) of the Chairman, CBWE, Room No. 21 & 22, Barrack No. 7/10, Jamnagar House, Mansingh Road, New Delhi-110011.
The 35th meeting of the Sub-Committee, CBT (EPF) on Exempted Establishments was chaired by Shri K.K. Jalan, Central PF Commissioner. The following members attended the meeting:

Shri Sushanta Sen
Shri Ashok Singh
Shri A.K. Padmanabhan
Smt. Meenakshi Gupta
Shri Sanjay Kumar
Shri P.K. Udgata

Employers' representative
Employees' representative
Employees' representative
Joint Secretary & Financial Advisor (Ministry of Labour & Employment)

FA&CAO, EPFO as Special Invitee
Additional Central PF Commissioner (Compliance) and Convenor

The following members could not attend the meeting and sought leave of absence.

Shri B.P. Pant
Shri Animesh Bharti

Employers' representative
Director (Ministry of Labour & Employment)

The list of officers of the Employees' Provident Fund Organisation, who attended the meeting, is at Annexure 'A'.

At the outset, Central P.F. Commissioner and Chairman welcomed all the Members and set the tone of the meeting clarifying the urgency for convening the meeting of the Sub-Committee at a short notice.
Thereafter the agenda items were taken up.

**Item No.1: Grant of exemption under Section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 and Para 27A of the Employees' Provident Funds Scheme, 1952 by Appropriate Government.**

1.1 Addl. CPFC(Compliance) stressed the decision of the Central Board in its 202nd meeting held on 13th January, 2014 in authorising the Sub-Committee on Exempted Establishments to consider and recommend the proposals to the Appropriate Governments on its behalf for grant of exemption keeping in view the dead line stipulated by Ministry of Finance, Government of India. Accordingly, sixty eight proposals got examined in the light of the Act and Scheme provisions, conditions stipulated in Appendix-A to Paragraph 27AA of the Employees' Provident Funds Scheme, 1952, Ten point check-list prescribed by Ministry of Labour and Employment, Government of India and instructions issued from time to time on the subject and placed before this Sub-Committee for consideration and recommendation to Appropriate Government.

1.2 Shri A.K. Padmanabhan pointed out that the Central Board decided to get study of the functioning of the establishments already granted exemption. The details of the exempted establishments were not provided to start the study.

1.3 Chairman directed Addl. CPFC(Compliance) to get the papers ready for the study.

1.4 Shri Ashok Sigh raised the issue of lack of immediate action against the exempted establishments who fail to transfer provident fund contribution to the trust in time. He cited the cases of Sahara India and Jay Prakash Associates who deploy large number of workers and their compliance status needs urgent investigation. Further, he stated that UP Drugs and Pharmaceuticals and UP State Road Transport Corporation are not paying out the dues of the workers. He thus requested Chairman for immediate action.

1.5 Chairman directed Addl. CPFC (Compliance) to cause a detailed inquiry through RPFCs concerned.

1.6 Shri Ashok Singh wanted to know from Addl. CPFC(Compliance) as to whether the present sixty eight proposals meet all the requirements and deserve consideration.

1.7 Addl. CPFC(Compliance) informed the Committee that these proposals meet all requirements and thus deserve consideration and recommendation to the Appropriate Government for grant of exemption.
1.8 Shri Sushanta Sen wanted to know present status of pendency of application for processing and what will happen to those after the dead line of 31\textsuperscript{st} March, 2014.

1.9 Chairman informed that due to certain deficiencies some proposals could not be processed and efforts will be taken within coming two months before the Ministry of Finance takes some decision in the Finance Bill, 2014. He directed Addl. CPFC (Compliance) to inform the Committee about the present status of pendency.

1.10 Addl. CPFC (Compliance) informed the Committee that there are approximately 168 proposals which need to be processed for exemption.

1.11 With this deliberation, the Committee considered and recommended the proposals in respect of the following establishments as contained in the Agenda.

<table>
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<tr>
<th>Sl. No</th>
<th>Name of the establishment</th>
<th>Office</th>
<th>Code No.</th>
<th>With effect from</th>
<th>Section/Para</th>
<th>Appropriate Government</th>
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<td>M/s. SOS Children's Villages of India</td>
<td>RO, Delhi (North)</td>
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<td>M/s. Christian Medical College Ludhiana</td>
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<td>M/s. UP Twiga Fiberglass Ltd.</td>
<td>RO, Meerut</td>
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<td>Act No</td>
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<td>WB/42486</td>
<td>01.12.2007</td>
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<td>SRO, Park Street</td>
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<td>SRO, Park Street</td>
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<td>M/s. Hewlett Packard Financial Services (India) Private Ltd.</td>
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<td>33</td>
<td>M/s. MSD Pharmaceuticals Pvt., Ltd</td>
<td>Gurgaon</td>
<td>HR/GGN/29573</td>
<td>20.11.2008</td>
<td>17(1)(a)</td>
<td>Government of India</td>
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<td>34</td>
<td>M/s. MountShivalik Breweries</td>
<td>Chandigarh</td>
<td>PN/4582</td>
<td>01.03.1988</td>
<td>17(1)(a)</td>
<td>Government of India</td>
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<tr>
<td>No.</td>
<td>Company Name</td>
<td>Location</td>
<td>Registration No.</td>
<td>Date</td>
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<td>35</td>
<td>M/s. Welham Girls High School</td>
<td>Uttarakhand</td>
<td>UK/7966</td>
<td>01.07.1991</td>
<td>17(1)(a)</td>
<td>Govt. of Uttarakhand</td>
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<tr>
<td>36</td>
<td>M/s. Welham Boys School</td>
<td>Uttarakhand</td>
<td>UK/7967</td>
<td>01.04.1983</td>
<td>17(1)(a)</td>
<td>Govt. of Uttarakhand</td>
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<tr>
<td>37</td>
<td>M/s. Baroda Agents &amp; Trading</td>
<td>WB/CA/ 48389</td>
<td>01.01.2008</td>
<td>17(1)(a)</td>
<td>Govt. of West Bengal</td>
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<tr>
<td>38</td>
<td>M/s. EdCIL (India) Ltd</td>
<td>Delhi (North)</td>
<td>DL/9088</td>
<td>01.10.1992</td>
<td>27A</td>
<td>Government of India</td>
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<td>39</td>
<td>M/s. HSCC (India) Ltd</td>
<td>SRO, Laxmi Nagar</td>
<td>DL/7635</td>
<td>01.12.1995</td>
<td>27A</td>
<td>Govt. of India</td>
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<td>40</td>
<td>M/s. Tribal Co-operative Marketing Development Federation India Ltd.</td>
<td>RO, Delhi (South)</td>
<td>DL/11208</td>
<td>01.04.1989</td>
<td>17(1)(a)</td>
<td>Govt. of India</td>
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<td>41</td>
<td>M/s. Hindustan Aeronautics Ltd.</td>
<td>SRO, Allahabad</td>
<td>UP/11867</td>
<td>15.11.1984</td>
<td>17(1)(a)</td>
<td>Govt. of India</td>
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<td>42</td>
<td>M/s. Shirram Institute for Industrial Research</td>
<td>RPFC, Delhi (North)</td>
<td>DL/5995</td>
<td>23.01.2007</td>
<td>27A</td>
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<td>43</td>
<td>M/s. THDC India Ltd.</td>
<td>RO, Dehradun</td>
<td>UK/32503</td>
<td>12.07.1991</td>
<td>27A</td>
<td>Central Govt.</td>
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<td>44</td>
<td>M/s. Reliance Port &amp; Terminals Ltd.</td>
<td>SRO, Rajkot</td>
<td>GJ/40950</td>
<td>01.04.2008</td>
<td>27A</td>
<td>Central Govt.</td>
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<tr>
<td>45</td>
<td>M/s. Seva Nidhi Trust</td>
<td>RO, Kolkata</td>
<td>WB/CA/48390</td>
<td>01.01.2008</td>
<td>17(1)(a)</td>
<td>Govt. of West Bengal</td>
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<td>46</td>
<td>M/s. Aditya Birla Chemicals (India) Ltd.</td>
<td>RPFC, Jharkhand</td>
<td>JH/4989</td>
<td>01.11.1988</td>
<td>17(1)(a)</td>
<td>Central Govt.</td>
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<td>47</td>
<td>M/s. L &amp; T Gulf Private Ltd.</td>
<td>RO, Thane</td>
<td>MH/THN/202493</td>
<td>01.04.2009</td>
<td>17(1)(a)</td>
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<tr>
<td>No.</td>
<td>M/s. or Name</td>
<td>State or City</td>
<td>Address</td>
<td>Date</td>
<td>Tax Code</td>
<td>Nature of Tax</td>
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<td>50</td>
<td>M/s. IRCON International Limited</td>
<td>R.O. Delhi (North)</td>
<td>DL/5568</td>
<td>01.10.1987</td>
<td>27A</td>
<td>Central Govt.</td>
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<td>51</td>
<td>M/s. Uttarakhand Van Vikas Nigam</td>
<td>R.O., Dehradun</td>
<td>UK/25963</td>
<td>01.04.2001</td>
<td>27A</td>
<td>Govt. of Utteranchal</td>
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<tr>
<td>52</td>
<td>M/s. Tata Investment Corporation Ltd.</td>
<td>R.O., Bandra</td>
<td>MH/49277</td>
<td>01.10.2007</td>
<td>27A</td>
<td>Govt. of Maharashtra</td>
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<td>53</td>
<td>BILT Graphic Paper Products Ltd. - Unit- Sewa</td>
<td>SRO, Berhampur</td>
<td>OR/2910</td>
<td>01.03.1992</td>
<td>17(1)(a)</td>
<td>Central Govt.</td>
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<td>54</td>
<td>M/s. NSE Infotech Services (P) Ltd.</td>
<td>RO, Bandra</td>
<td>MH/BAN/125306</td>
<td>01.03.2009</td>
<td>27A</td>
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<td>55</td>
<td>M/s. Ratan Tata Trust</td>
<td>RO, Bandra</td>
<td>MH/125418</td>
<td>01.03.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>56</td>
<td>M/s. Sir Doradji Tata Trust</td>
<td>RO, Bandra</td>
<td>MH/125409</td>
<td>01.03.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>57</td>
<td>M/s. Homi Bhabha Fellowships Council.</td>
<td>RO, Bandra</td>
<td>MH/125439</td>
<td>01.05.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>58</td>
<td>M/s. Navajbai Ratan Tata Trust</td>
<td>RO, Bandra</td>
<td>MH/125419</td>
<td>01.03.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>59</td>
<td>M/s. Jamsetjee Nusserwanjee Tata Endowment.</td>
<td>RO, Bandra</td>
<td>MH/125408</td>
<td>01.03.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>60</td>
<td>M/s. Tata Sports Club Ltd.</td>
<td>RO, Bandra</td>
<td>MH/125555</td>
<td>01.05.2009</td>
<td>17(1)(e)</td>
<td>Govt. of Maharashtra</td>
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<td>61</td>
<td>M/s. Tata Services Ltd.</td>
<td>RO, Bandra</td>
<td>MH/125406</td>
<td>01.03.2009</td>
<td>17(1)(e)</td>
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<td>No.</td>
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<td>62</td>
<td>M/s. The Associated Building Company Ltd.</td>
<td>RO, Bandra</td>
<td>MH/125414</td>
<td>01.03.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>63</td>
<td>M/s. Kalyani Hayes Lemmerz Ltd.</td>
<td>RO, Pune</td>
<td>MH/31780</td>
<td>09.12.2009</td>
<td>27A</td>
<td>Govt. of Maharashtra</td>
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<td>64</td>
<td>M/s. Ewart Investments Ltd.</td>
<td>RO, Bandra</td>
<td>MH/125420</td>
<td>01.03.2009</td>
<td>17(1)(a)</td>
<td>Govt. of Maharashtra</td>
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<td>65</td>
<td>M/s. Axa Technology Services India Pvt. Ltd.</td>
<td>RO, Bangalore</td>
<td>KN/41653</td>
<td>01.06.2006</td>
<td>27A</td>
<td>Central Government</td>
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<tr>
<td>66</td>
<td>M/s. India Steamship (A division of Chambal Fertilizers and Chemicals Ltd.)</td>
<td>RO, Kolkata</td>
<td>WB/53160</td>
<td>16.08.2005</td>
<td>27A</td>
<td>Central Government</td>
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<td>67</td>
<td>M/s. Reliance Corporate IT Park Ltd.</td>
<td>SRO, Rajkot</td>
<td>GJ/40552</td>
<td>01.04.2010</td>
<td>17(1)(a)</td>
<td>Central Government</td>
</tr>
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<td>68</td>
<td>M/s. Reliance Retail Ltd. (Formerly Known as Reliance Fresh Ltd.)</td>
<td>RO, Bandra</td>
<td>MH/48270</td>
<td></td>
<td>17(1)(a)</td>
<td>Central Gov.</td>
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**Item No. 2:** Surcharge to be levied on Board of Trustees of the exempted/relaxed establishments on account of deviation from the prescribed pattern of investment.

2.1 FA & CAO, with the permission of the Chair, introduced the item. He pointed out that the rates of surcharge had not been prescribed during last 60 years for the deviations in investment by the Board of Trustees. Now it is proposed to prescribe the rates of surcharge, it should have prospective effect and the future deviations in the pattern of investment from the year 2014-15 onwards shall be regularised by levying surcharge at a rate which will deter the Board of Trustees of the exempted establishments from deviating from the pattern of investment.
2.2 There are establishments which are already exempted and deviated from the pattern of investment prescribed by the Government in investing trust funds. There are establishments which are still enjoying relaxation and grant of exemption to them are pending and deviated from the pattern of investment while investing the trust fund. This is one category. The other category is that there may be deviation in future by the exempted establishments.

2.3 Now the issue is as to how the deviations which the Board of Trustees of the exempted/relaxed establishments already committed till 2013-14 shall be regulated. It will not be proper to levy the surcharge which will be at par with rates effective from the next financial year, 2014-15. What has been suggested is that the deviations committed till 2013-14 need to be regularised by a nominal surcharge which will meet the natural justice.

2.4 FA & CAO further pointed out that till 2013-14, there are deviations to the extent of 100% which may attract higher rate of surcharge. The Committee after deliberation approved that deviation beyond 10% should attract levy of additional 20% over and above the surcharge so worked out.

2.5 The Committee also approved that deviation in any one particular year irrespective of approved asset class shall mean one occasion.

2.6 Chairman intervened and apprised the Committee that the rates of surcharge which was already recommended by this August Committee during January 2013 were 2%, 4% and 8% for 1st, 2nd and 3rd occasion of deviation respectively. It will be very difficult for the Board of Trustees to pay such high surcharge and also it will be difficult for the employers to bear such heavy surcharge. During the meeting with the stakeholders, exempted trusts requested that the fines at this later stage, where the fault occurred years ago, may not be fully correct. Thus it should be a nominal fine only.

2.7 JS and FA wanted to know as to how the deviations prior to 2013-14 and the deviations from 2014-15 will be handled.

2.8 FA & CAO apprised that all the deviations prior to 2013-14 will be regulated by levying a minimum surcharge and the deviations from 2014-15 onwards will be regulated by levying a higher surcharge.

2.9 JS and FA stated that there may be changes in the pattern of investment during a particular year and the exempted trusts may deviate in investing trust funds from the prescribed pattern of investment. She wanted to know as to how these deviations will be regularised.

2.10 FA & CAO apprised that as per the pattern prescribed by the Government, the deviations during the year is immaterial as the notification on investment stipulates that at the close of the financial year the investment by the exempted trust shall be as per the pattern prescribed.
2.11 The issue of time limit for paying the surcharge after determination of the quantum was put forth before the Committee for deliberation.

2.12 Shri A.K. Padmanabhan appreciated the move of EPFO that these guidelines are general in nature and CPFC in exceptional cases, for reasons to be recorded in writing, decided to vary from the guidelines proposed in the Agenda considering the overall interest of the workers. He pointed out that the time limit of 15 days for paying the surcharge is very short and the reasonable time limit should be 30 days minimum.

2.13 Shri Ashok Singh and Shri Sushant Sen consented to the time limit of 30 days as proposed by Shri A.K. Padmanabhan.

2.14 Shri Ashok Singh requested that a Committee of expert Senior Officers may be constituted to monitor the compliance of exempted establishments. Because due to lack of proper mechanism to monitor the compliance, the exempted establishments commit default and fail to deposit workers’ dues in time.

2.15 JS & FA stressed that there should be an appropriate monitoring mechanism for monitoring the functioning of the exempted establishments.

2.16 Chairman informed the Committee that a software was developed by Information Services Division and was launched by Hon’ble Union Minister for Labour & Employment, Government of India and Chairman, CBT on 12.01.2014. Field offices have been suitably advised to instruct the exempted establishments functioning under their jurisdiction to complete the data entry by 30.04.2014. A full fledged online monitoring mechanism will be available with EPFO from 30.06.2014. He further informed the Committee that the proforma for third party audit of exempted establishments has been finalised for effective auditing of the functioning of exempted establishments by independent and qualified chartered accountants.

2.17 Shri A.K. Padmanabhan raised the issue of the manner in which the exempted trusts are formed. He wanted to know whether the trusts are formed properly and whether there are guidelines available on this.

2.18 ACC (Compliance) apprised the Committee that the procedure for formation of the trusts etc. have already been prescribed in Appendix ‘A’ to Para 27AA of the Employees’ Provident Funds Scheme, 1952.

2.19 Shri Ashok Singh enquired as to whether the exempted trusts follow the Model Trust Rule. What action has been taken against the exempted trust who fail to adhere to the Model Trust Rule?

2.20 ACC (Compliance) informed that if the trust rules are not made as per the instructions of EPFO then, cancellation of exemption is resorted to.
2.21 Shri Ashok Singh wanted to know when cancellation of exemption is proposed to the Appropriate Government why the same is not brought to the notice of Central Board for information.

2.22 ACC (Compliance) assured that all the cases where cancellation is proposed to Appropriate Government will be placed before the Central Board for information.

With this deliberation, the proposal as contained in the Agenda is approved.

The meeting ended with vote of thanks to the Chair.
List of Officers of Employees' Provident Fund Organisation who attended the meeting.

1. Shri Animesh Mishra, RPFC-I (Compliance)
2. Shri Ashok Kumar, RPFC-II (Exemption)