

R.K Gupta

To: 'sujoyc@indianoil.in'
Cc: 'awadeshk@indianoil.in'; 'sanjayku@indianoil.in'
Subject: Discussions on IROWA's long pending matters

From: R.K Gupta [mailto:guptark@sumona.in]
Sent: 15 May 2023 12:47
To: 'sujoyc@indianoil.in'
Cc: 'awadeshk@indianoil.in'; 'sanjayku@indianoil.in'
Subject: Discussions on IROWA's long pending matters

Respected Shri Sujoy Choudhury Saheb,

Please accept our heartiest congratulations on getting the additional charge of Dir (HR) till such time the new Dir (HR) is selected and joins the IOC board. We wish you all the best in this additional portfolio given to you by Gol. Since you have now taken over the HR group charge, we thought of appraising your goodself with all we have discussed with earlier Dir (HR) and his team of HR officials in last about six months.

1. Had detailed discussions with Dir (HR) and his team on 11.11.2022. Gist of discussions emailed to Dir (HR) on 13.11.2022, (copy enclosed for ready reference).
2. Sent the letter number IROWA/PRMBF/1 dated 11th Feb' 23 to Chairman giving our pain points with a request to give his preferred attention (copy enclosed for ready reference).
3. Request letter No IROWA/Meetings/1 dated 16th Feb' 23 to Dir (HR) requesting for giving IROWA units and chapters all over the country IOC's suitable venues for their monthly meetings (copy enclosed for ready reference).
4. Based on our discussions with Mr Manish Patil, the then ED (HR), CO and his team on 27.2.2023, message sent to him on 16.3.2023 detailing all the issues discussed and help needed from IOC.
5. Another email sent on 24.4.2023 to Mr Manish Patil the then ED (HR) CO (presently Dir HR, ONGC) with copies to Dir (HR) and Chairman to allow IROWA the monthly meeting venues as promised in our meeting with him and his team on 27.2.2023 (copy enclosed for ready reference).
6. Letter no IROWA/Dir HR dated 2.5.2022 sent to Dir (HR) by email giving in brief all the issues which are badly hurting the retired officers and which we intend to discuss with him in details (copy enclosed for ready reference).

Our team of IROWA office bearers would like to meet you at the earliest opportunity and have a threadbare discussions on the issues already posed and the action initiated by the management.

You would kindly appreciate that the all of us, ie the retired officers as well as the presently serving officers have worked hard to enable IOC achieve the prestigious position amongst fortune 500 companies. Our motto is that all IOC retirees should lead a dignified retired life. We are certain that the aim and motto of IOC management will also be the same. Please give us your earliest convenient time when we can come and discuss all these issues.

Awaiting for a favourable response,

With warm Regards,

RK Gupta
Gen Secretary, IROWA
Mobile: +91-9811305203
website: www.irowaapex.com

From: R.K Gupta [mailto:guptark@sumona.in]
Sent: 20 April 2023 12:35
To: 'MOHAPATRA, RANJAN KUMAR (रंजन कुमार महापात्र)'
Cc: 'Patil, Manish (मनिष पाटिल)'; 'awadeshk@indianoil.in'; 'sanjayku@indianoil.in'
Subject: Meeting with HR group of Corporate Office.

Respected Shri Mohapatra Ji,

We had a very fruitful meeting with you and your team on 11th Nov'22 and a lot of areas of concern being faced by the retired Officers were brought to your kind attention. Such meetings need to be kept at regular intervals of say every quarter during which stock of the progress on points requested in previous meeting to be reviewed and new points if any be discussed. It is now more than five months have passed, we have still not been favoured with the next meeting with you. In between on 27th Feb'23, we did meet Mr Manish Patil and his team and also discussed some more issues. Hope CO HR must have been working on the issues we discussed last.

Mohapatra ji, our next quarterly meeting is already overdue. Kindly advise your convenient date, time and venue when we can meet and apart from reviewing the progress could also jointly elaborate on our most urgent pain points. Such regular meetings shall automaticall get summed up in to very small duration meetings if we are able to have our regular quarterly meetings.

Shall be highly grateful if you can kindly advise us the date of our next meeting. A meeting in early May'23 shall be highly appreciated.

With very warm regards,

RK Gupta
Gen Secretary, IROWA
Mobile: +91-9811305203
website: www.irowaapex.com

From: R.K Gupta [mailto:guptark@sumona.in]
Sent: 08 January 2023 12:12
To: 'MOHAPATRA, RANJAN KUMAR (रंजन कुमार महापात्र)'
Cc: 'Patil, Manish (मनिष पाटिल)'; 'awadeshk@indianoil.in'; 'sanjayku@indianoil.in'
Subject: RE: Meeting with HR group of Corporate Office.

Respected Shri Mohapatra Ji,

On behalf of the team IROWA I wish you, your family and all your Indian Oil team a very happy and prosperous New Year.

It is almost two months back, we met and discussed some of the pain points we retirees are facing and you were very kind to assure to look into those issues. I am very sure that those issues must be getting your preferred attention.

Just to apprise you, we also had our all India IROWA Apex members meeting in New Delhi on 13-14th Dec'22 and our members from WR, ER and SR had all praise for IOC progressive

management for their kind support to the retired officers. We are sure we shall continue to get IOC's kind gesture and support always. Our Newsletter Oct'22 issue has been published yesterday and the soft copy is attached for your leisurely and happy reading.

With very warm regards,

RK Gupta
Gen Secretary, IROWA
Mobile: +91-9811305203
website: www.sumona.in

From: R.K Gupta [mailto:guptark@sumona.in]

Sent: 13 November 2022 10:55

To: 'MOHAPATRA, RANJAN KUMAR (रंजन कुमार महापात्र)'; 'sbhagwat@indianoil.in'; 'Patil, Manish (मनिष पाटिल)'; 'awadeshk@indianoil.in'; 'sanjayku@indianoil.in'

Cc: 'CA Vishnu Agrawal'; 'akrauniar@yahoo.co.in'

Subject: Meeting with HR group of Corporate Office.

Dear Shri Mohapatra Ji,

We are extremely thankful to you and your team of Senior officers comprising of S/Shri G S Bhagwat, Manish Patil, Awadhesh Kumar Mishra and Sanjay Kumar for the courtesies extended to our S/Shri A K Rauniar, R K Gupta and Suresh Arora during the meeting held in Corporate Office for discussions on the following issues;

1. Revision of facilities under PRMBF.
2. Plans / Proposal of IOC Management for utilization of Corpus created by 1.5% of PBT since 1.1.2007.
3. IROWA's Apex Body Meeting in early Dec'22.
4. Facilitating benefits to the eligible retirees in light of H'ble Supreme Court Verdict of 4th Nov'22.

The Gist of discussions is enclosed for further necessary action.

Regards,

RK Gupta
Gen Secretary, IROWA
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