

### System of Compensation as provided in its regulation:

I. The pay scales of Board level and below Board level Executives, Non-unionized Supervisors and Workmen are given hereunder:

| EXECUTIVES |                                   |
|------------|-----------------------------------|
| GRADE      | Pay Scale (₹) (w.e.f. 01.01.2017) |
| E0         | 30000 - 120000                    |
| E1         | 40000 - 140000                    |
| E2         | 50000 - 160000                    |
| E3         | 60000 - 180000                    |
| E4         | 70000 - 200000                    |
| E5         | 80000 - 220000                    |
| E6         | 90000 - 240000                    |
| E7         | 100000 - 260000                   |
| E8         | 120000 - 280000                   |
| E9         | 150000 - 300000                   |
| Director   | 180000 - 340000                   |
| CMD        | 200000 - 370000                   |

| SUPERVISORS           |                                   |
|-----------------------|-----------------------------------|
| GRADE                 | Pay Scale (₹) (w.e.f. 01.01.2017) |
| Field Supervisor (FS) | 23000 - 105000                    |
| S0                    | 24000 – 108000                    |
| S1                    | 25000 – 117500                    |
| S2                    | 26000 – 118000                    |
| S3                    | 27000 – 118500                    |
| S4                    | 28000 - 119000                    |
| SSG                   | 29000 - 119500                    |

| WORKMEN |                                   |
|---------|-----------------------------------|
| GRADE   | Pay Scale (₹) (w.e.f. 01.01.2017) |
| W0      | 20000 – 57500                     |
| W1      | 20500 – 68000                     |
| W2      | 21000 – 72000                     |
| W3      | 21500 – 74000                     |
| W4      | 22000 – 85000                     |
| W5      | 22500 – 100000                    |
| W6      | 23000 – 105000                    |
| W7      | 24000 – 108000                    |
| W8      | 25000 – 117500                    |
| W9      | 26000 – 118000                    |
| W10     | 27000 – 118500                    |
| W11     | 28000 - 119000                    |
| WSG     | 29000 - 119500                    |

II. Other compensation details are as under :

Field Engineers engaged on fixed tenure basis : are recruited in the pay scale of Rs. 30,000 – 1,20,000/-

Officer / Engineer Trainees : are recruited in the Pay scale of Rs. 40,000 – 1,40,000/-

Executive Trainees : are recruited in the Pay Scale of Rs. 60,000 – 1,80,000/-

Supervisory Trainees (DT/JOT) : are recruited in the pay scale of Rs. 24,000 – 1,08,000/-

Workmen Trainees (Asst Tr.) : are recruited in the pay scale of Rs. 21,500 – 74,000/-

III. The Basic Pay of an employee is determined by their respective pay scale. In addition to the Basic Pay the following components are payable in case of regular employees:

- Industrial Dearness Allowance (IDA) as a percentage of Basic Pay, as notified by DPE every quarter
- House Rent Allowance (HRA) as a percentage of Basic Pay, based on the classification of city
- Perquisites & Allowance (P&A) under cafeteria approach @ 35% of Basic Pay
- Superannuation Benefits @ 30% of (Basic Pay + DA)
- Performance Related Pay (PRP)

IV. POWERGRID also provides benefits like Company Quarters or HRA, Group Insurance, Personal Accident Insurance, Short and Long-term Loans & Advances including House Building Advance, Conveyance Advance etc. Medical facilities for self and dependents in accordance with the policies of the organization are also provided.