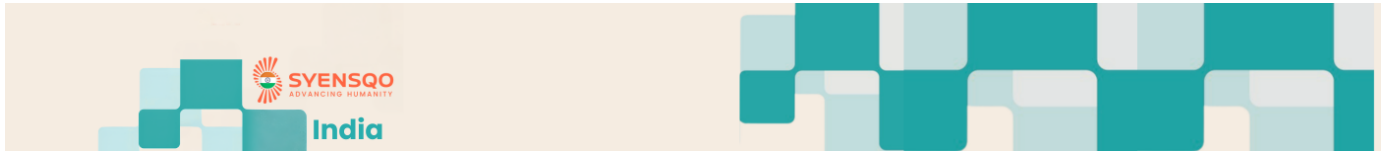


NW India



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Site	Legal Entity	Benefit Category	Benefit Type	Benefit Description	Eligibility
Panoli and Vadodara	All	Traditional benefits	Medical (including dental/optical/hospitalization/critical illnesses/ etc)	It covers hospitalization for SSIPL site, as company will pay for parents' plan. Parents' plan will limit to 3 lacs within employee's sum-insure.	Parents coverage to SPP legacy employees
All	All	Traditional benefits	Medical (including dental/optical/hospitalization/critical illnesses/ etc)	It covers hospitalization: 7 lacs for all employees; Corporate buffer 10 lacs	All
All	All	Traditional benefits	Jubilee / Service Award	1) 5 years of continuous service certificates only 2) 10 years of continuous service - certificates. 3) 15 years of continuous service - certificates 4) 20 years of continuous service - certificates 5) 25 years of continuous service - certificates 6) 30 years of continuous service - certificate	All
All	All	Traditional benefits	Gifts / medals / dinners / etc	Wedding Gift Rs5,000. and Rs1,000. for Children (up to 2)	All

