



BANGALORE ELECTRICITY SUPPLY COMPANY LIMITED

(Wholly owned Government of Karnataka Undertaking)
Corporate Office, K.R. Circle, Bengaluru-560 001.

No: BESCOM/GM (A & HR) /BC-50/2505/03/2022-23/ *CXS-09*

Date: **14 AUG 2023**

To,
M/s KSF-9 Corporate Services Pvt. Ltd.,
M.R. Mansion, No.26, Gnanajyothi Nagar,
Mallathahalli, Opposite Kalagrama,
Bengaluru-560056.

CO.NO: 2666

Sir,

DETAIL WORK AWARD

Sub: Providing Manpower services to various offices of BESCOM on outsource basis- Regarding.

- Ref:
- 1) Bid Enquiry No.: BESCOM/GM (A&HR)/ BC-50/ 2505/03/2022-23 dated: 07.11.2022.
 - 2) Technical bid opened on dated: 09.12.2022.
 - 3) Technical Evaluation Committee meeting dated:06.01.2023
 - 4) Price Bid opened on 31.01.2023.
 - 5) Central Purchase Committee resolution dated: 01.03.2023.
 - 6) LOI No: BESCOM/GM (A & HR) /BC- 50/2505/03/2022-23/1211 dated: 24.03.2023.
 - 7) LOI acceptance letter No: KSF-9/BESCOM/2022- 23. Dated: 27.03.2023.
- *****

Bangalore Electricity Supply Company Limited is pleased to place contract order on M/s KSF-9 Corporate Services Pvt. Ltd., for providing following manpower services **on outsource basis** for a period of one year **from the date of DWA** subject to the following terms and conditions. The total contract amount is **Rs.16,53,70,561/-** (Rupees Sixteen crores fifty three lakhs seventy thousand five hundred sixty one only).

Sl. No	Name of the manpower	Numbers
1	Personal Assistant.	10
2	Project/Graduate Assistants/ Data Entry Operators	384
3	Office Attenders	190
	TOTAL	584

Following will form the integral part of this contract order:

- 1) Schedule 'A' – Price Schedule.
- 2) Schedule 'B' – Schedule of terms and conditions of contract.
- 3) Schedule 'C'- Office wise details for providing manpower to BESCOM and paying authorities.

Y/14/shw

SCHEDULE-A
PRICE SCHEDULE

Payable to outsource employees (Break-up details)

BENGALURU AREA

Sl No	Name of the Manpower	No s.	Min Wages	EPF @13%	ESI @ 3.25 %	Service Charges @5%	GST @18%	Total Amount	Grand total	Grand total for one year
1	Personal Assistant	10	18656	1950	606.32	1060.62	4009.13	26282.07	262820.64	3153847.74
2	Project /Graduate Asst/ DEO	250	17503	1950	568.85	1001.09	3784.13	24807.07	6201767.26	74421207.16
3	Office Attenders	163	14913	1938.69	484.67	866.82	3276.57	21479.75	3501199.76	42014397.14
TOTAL		423	51072	5838.69	1659.84	2928.53	11069.83	72568.89	9965787.66	119589452.04

OTHER DISTRICTS

1	Project /Graduate Asst/ DEO	134	17055	1950	554.29	977.96	3696.71	24233.96	3247350.64	38968203.2
2	Office Attenders	27	14599	1897.87	474.47	848.57	3207.58	21027.49	567742.23	6812905.84
TOTAL		161	31654	3847.87	1028.76	1826.53	6904.29	45261.45	3815092.87	45781109.04
GRAND TOTAL		584	82726	9686.56	2688.6	4755.06	17974.12	117830.34	13780880.53	165370561.08

BENGALURU AREA

SI No	Name of the Manpower	Nos.	Minimum Wages	EPF @12%	ESI @ 0.75 %	PT	Take home amt.
1	Personal Assistant	10	18656	1800	139.92	200	16516.08
2	Project /Graduate Asst/ DEO	250	17503	1800	131.27	200	15371.73
3	Office Attenders	163	14913	1789.56	111.85		13011.59
TOTAL		423					

OTHER DISTRICTS

SI No	Name of the Manpower	Nos.	Minimum Wages	EPF @12%	ESI @ 0.75 %	PT	Take home amt.
1	Project/ Graduate Asst/ DEO	134	17055	1800	127.91	200	14927.09
2	Office Attenders	27	14599	1751.88	109.49		12737.63
TOTAL		161					

- The payment shall be restricted to the number of Manpower services availed during that particular month as certified by the Head of the office of BESCOM.
- It is mandatory that the agency shall arrange the payments to its employees within 7th day of every month irrespective of payment received from BESCOM.

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SCHEDULE-B
TERMS & CONDITIONS

1.0 Scope of Work:

Providing Manpower services to various offices of BESCOM on outsource basis for a period of one year.

2.0 Contract period:

- The contract period is for a period of one year & BESCOM reserves the right to extend the services for further period of one year on the same terms and conditions on good performance of service by the agency. In case of any unsatisfactory performance of the agency BESCOM has the right to cancel the contract order at any time.
- BESCOM has the right to cancel the order without giving any notice. BESCOM reserves the right to short close/cancel or withdraw the award without assigning any reason. Such decision will not incur any liability whatsoever on the part of BESCOM consequently.

3.0 Name of the manpower, Number, Minimum Qualification & experience:

SI No	Name of the Manpower	Minimum Qualification required	Nos
1.	Personal Assistant	Diploma in secretarial practice or proficiency in stenography both in Kannada and English should have speaking & writing fluency in Kannada language and should have minimum one year experience in any of the reputed organization.	10
2.	Project / Graduate Assistants / Data Entry Operators	Degee / PUC with computer knowledge in both Kannada and English with One year experience in any of the reputed organization..	384
3.	Office Attenders	10 th Standard Pass and reading and writing knowledge in Kannada.	190
	Total		584

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- a) The above Manpower personnel should work as per the directions of the Office Head.
- b) The above Manpower personnel should have the knowledge of reading and writing in Kannada
- c) **The above Manpower personnel should be above 18 years.**
- d) **Should reserve 17% of manpower to SC, 7% of manpower to ST & 33% for Women.**
- e) Details of personnel to be deployed at various offices of BESCO jurisdiction and paying authorities provided in Schedule-C (Provisional).
- f) The total requirements of **Manpower on contract basis to various offices of BESCO may vary.** However such changes will be as per the provisions of KTPP Act.
- g) **The personnel of the Agency shall not be the employees of the BESCO and they shall not claim any salary or allowances, compensation, damages or anything arising out of their employment/duty under this Contract. The Agency shall make them known about this clause in writing before deployment under this agreement.**
- h) Contract Agency and its employees have no right to disclose any Technical secrecy, Commercial secrecy and Social secrecy of BESCO to others.
- i) **The agency, which is providing manpower services will be purely on outsource contract basis and the agency employees are not entitled to claim any permanency benefits from BESCO.**
- j) The normal working hours for the staff:
 - i) General – 10.00 am to 5.30 pm from Monday to Saturday.

4.0 Services Required by the BESCO:

- 4.1 The Agency shall provide manpower services in BESCO's premises as per the details given herein, or any other location as required by the BESCO to be read with the Special Conditions of Contract, Assignment Instructions and Schedule of Requirements.
- 4.2 The Agency shall provide manpower services in the BESCO's premises to its entire satisfaction and it is the sole responsibility of the Agency/bidder that the work is executed in all respects in accordance with the Agency's obligations.

5.0 Agency's Obligations:

- 5.1 The Agency shall provide manpower services at BESCO's premises as per Schedule of Work / Requirements which may be amended from time to time by the BESCO during the Contractual period and it shall always form part and parcel of the Contract. The Agency shall abide by such assignments as provided by the BESCO from time to time.


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- 5.2 The Agency shall provide manpower services through its trained personnel for the performance of its services hereunder and these personnel deployed shall be employees of the Agency only and the BESCO shall not in any manner be liable and all statutory liabilities (such as ESI & EPF etc.) shall be paid by the Agency.
- 5.3 The Agency shall be ready to provide the required number of manpower.
- 5.4 The Agency shall submit to BESCO, the details of amount deposited on account of EPF and ESI in respect of the deployed personnel to the concerned authorities from time to time.
- 5.5 The Agency shall pay the statutory benefits like bonus, leave, relief etc.as applicable to the employees and produce the details of payments of statutory benefits from time to time to its personnel to BESCO.
- 5.6 The BESCO shall have the right, within reason, to have any personnel removed who is considered to be undesirable or otherwise and similarly the Agency reserves the right to remove the any personnel with prior intimation to the BESCO, emergencies exempted.
- 5.7 The Agency shall cover its personnel for personal accident and death while performing the duty and the BESCO shall own no liability and obligation in this regard.
- 5.8 The Agency shall exercise adequate supervision to ensure proper performance of Manpower Services in accordance with Schedule of Requirements.
- 5.9 The Agency shall issue identity cards / identification documents to all its employees who will be instructed by the Agency to display the same.
- 5.10 The personnel of the Agency shall not be the employees of the BESCO and they shall not claim any salary or allowances, compensation, damages or anything arising out of their employment/duty under this Contract. The Agency shall make them known about this clause in writing before deployment under this agreement.
- 5.11 The Agency shall also provide at its own cost all statutory benefits or otherwise to its employees and the BESCO shall not have any liability whatsoever on this account. The Agency shall also abide by and comply with the Labour laws, Workmen Compensation Act, EPF Laws, ESI Laws, Income tax laws and Minimum Wages Laws, Contract Labour (Regulations Abolition Act) or any other law in force which is applicable.
- 5.12 The Agency shall cover all its personnel under the relevant laws of EPF, Labour, ESI etc. proof of the same should be submitted by the Agency monthly to BESCO.
- 5.13 The Agency shall not make any unauthorized deductions from the wages.
- 5.14 The Agency shall submit a copy of wage sheet/salary slip showing monthly wages paid to its personnel to BESCO.
- 5.15 Adequate supervision should be provided to ensure correct performance of the services in accordance with the prevailing requirements, agreed between both the parties.

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5.16 All necessary reports and other information shall be supplied immediately as required and regular meetings will be held with the BESCO.

6.0 Agency's Personnel:

- 6.1 The Agency shall at all times ensure that it has sufficient, suitable and qualified personnel to supervise the work at BESCO premises at the BESCO site and in sufficient number to undertake the responsibilities imposed upon the Agency under the Contract and to provide full attention for executing the work thereof.
- 6.2 The Agency shall submit its Organization Chart, showing therein the details of key personnel with their full contact details. The Agency shall also keep informing the BESCO of any change in its organization or its personnel.
- 6.3 The personnel engaged by the Agency/bidder shall be dressed in neat and clean uniform (including proper ID cards).
- 6.4 The Agency/bidder personnel should have the Aadhaar Numbers and the same should be submitted by the agency along with the monthly bills.

7.0 Agency's Liability:

- 7.1 The Agency shall completely indemnify and hold harmless the BESCO and its employees against any liability, claims, losses or damages sustained by it or them by reason of any breach of contract, wrongful act or negligence by the Agency or any of its employees engaged in the provision of the manpower services to the BESCO.
- 7.2 The Agency shall not be liable in any way whatsoever and the BESCO hereby expressly waives any right to, any loss, injury, damage, cost or expense of whatsoever nature directly or indirectly: Caused by, resulting from or in connection with any Act of Terrorism or any Biological or Chemical Contamination or any Nuclear Risks. Consisting of, caused by, resulting from or in connection with any loss, damage, destruction, distortion, erasure, corruption or alteration of Electronic Data from any cause whatsoever (including but not limited to Computer Virus) unless such loss, damage, destruction, distortion, erasure, corruption or alteration of Electronic Data was due to the negligence or default of the Agency or any of its employees engaged in the provision of manpower Services to the BESCO.
- 7.3 The Agency shall not Sub-Contract or Sub-let, transfer or assign the contract or any other part thereof. In the event of the Agency contravening this condition, BESCO shall be entitled to place the contract elsewhere at the Agency's risk and cost, and the Agency shall be liable for any loss or damage, which the BESCO may sustain in consequence or arising out of such replacing of the contract.


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8.0 BESCOs Obligations:

- 8.1 Except as expressly otherwise provided, the BESCO shall, at its own expense, provide timely all the required equipment and facilities at the location(s) where the manpower Services are to be provided required to enable Agency's employees to carry out the Services.
- 8.2 The BESCO shall comply with and fulfill the recommendations (if any), if deemed necessary, made in writing by the Agency in connection with the performance of the Services. The BESCO shall notify the Agency of any dishonest, wrongful or negligent acts or omissions of the Agency's employees or agents in connection with the Services as soon as BESCO becomes aware of them.
- 8.3 The BESCO shall not be under any obligation for providing empanelment to any of the personnel of the Agency after the expiry of the contract. **The BESCO does not recognize any employee, employer's relationship with any of the workers of the Agency.**

9.0 Mode of payment and statutory compliance:

- a) **It is mandatory that the Agency shall arrange the payments to its employees within 7th day of every month irrespective of payment received from BESCO.**
- b) The payment shall be restricted to the number of Manpower services availed during that particular month as certified by the Head of the office of BESCO.
- c) Payment will be made on monthly basis on submission of the bills by the agency along with the required details/documents to the concerned office.
- d) Shall submit pre-receipted bill in duplicate with the certification of the concerned section/head of the office for satisfactory completion of the work for payment of remuneration of the availed manpower before 7th of the succeeding month along with the attendance register maintained by the agency.
- e) The payment shall be restricted to the number of Manpower services availed during that particular month as certified by the concerned section/office head of the BESCO.
- f) Payment of bills will be made on monthly basis after effecting applicable deductions/recoveries.
- g) **It is mandatory that the agency should make the payment to its employees within 7th of every month irrespective of payment received from BESCO.**
- h) The agency should produce bank statement of each employee as a proof for having paid the previous month salary and also produce salary slip of each employee with EPF,ESI code and deductions.
- i) The agency should also produce attested copy of the challan paid consisting employee wise details of EPF, ESI paid with ECR sheet.


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- j) The agency should also produce attested copy of the GST paid during previous month to the respective Govt /Central authorities.
- k) Each year during the month of December, Labour Welfare Fund has to be paid to the Karnataka Labour Welfare Board, The payment details pertaining to this has to be furnished in the next subsequent monthly bill.
- l) In case the agency fails to fulfill the statutory requirement as per the conditions of the tender document and fails to produce the concerned documents, it shall be treated as breach of the contract and the agency will be blacklisted and forfeiting of the monthly bills and Performance security deposit.
- m) The agency shall be responsible for the payment of salaries and other benefits, including ESI, EPF, etc., and any other statutory liabilities to its staff. **BESCOM will not be responsible for non-payment of remunerations to the staff/Personnel under any circumstances.**
- n) The Agency should comply with all the provisions regarding licensing, welfare and health, procedures, maintenance of various records and registers etc., as provided under the Contract Labour (Regulation & Abolition) Act 1970 and also under the order issued by the Government of Karnataka there under, and for its non-compliance, the Agency shall be responsible for penalties levied by the appropriate authority under the Act. The Agency shall also be liable to comply with all other Labour and Industrial Laws and such other Acts and Statutes (including Factories Act, Payment of Bonus Act, Gratuity Act etc.,). Depositing of PF contribution as may be applicable is the responsibility of the Agency at his own expenses and shall not be reimbursed by the BESCOM. Any default in compliance, the Agency shall be held responsible.
- o) In case the agency fails to fulfill the statutory requirement as per the conditions of the tender document and fails to produce the concerned documents, it shall be treated as breach of the contract and the agency will be blacklisted and forfeiting of the monthly bills and Performance security deposit.
- p) All provisions related as per the Acts noted below shall be provided to the employees by the Agency only and agency shall provide all related benefits under these following workmen's act related to Labour law.
 - a) Minimum Wages Act, 1948.
 - b) Payment of Wages Act, 1936.
 - c) Contract Labour (Regulation and Abolition) Act, 1970.
 - d) Employees PF and Miscellaneous Provision Act, 1952.
 - e) Employees State Insurance Act, 1948.
 - f) Workmen's Compensation Act
 - g) Gratuity Act, Bonus Act and related all Labourers Law and Rules pertaining to labourers.

Providing benefits as per above Laws to its employees is the responsibility of the contract agency itself. Any default in compliance, the Agency shall be held responsible.

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10.0 Variation in statutory payments:

Any increase in the minimum wages, taxes, statutory payments etc., will be borne by BESCO and in case of decrease in taxes and statutory payments the difference shall be passed on to BESCO by the Agency.

11.0 Penalty:

11.1 The Agency shall disburse salary to its deployed manpower latest by 7th of every month, failing which penalty of **Rs.500/-** per day will be imposed upto 15th of the month.

11.2 In case the Agency fails to comply the terms and conditions as per the contract order the Security Deposit/ Performance Bank Guarantee will be forfeited and Bank guarantee will be encashed. The BESCO will have the power to appoint any other agency for the manpower services at the risk and cost of the Agency.

11.3 In case the Agency fails to fulfill the minimum statutory requirements (ESI/EPF) as per the conditions of the tender document and fails to produce the concerned documents, it shall be treated as breach of the Contract and the **Agency is liable to be blacklisted by the BESCO**, in addition to forfeiting of the monthly bills and Performance Security Deposit.

11.4 In case of breach of any conditions of the contract and for all types of losses caused including excess cost due to hiring manpower services in the event of Agency failing to provide requisitioned number of manpower, the BESCO shall make deductions at double the rate of hiring rate on pro rata basis from the bills preferred by the Agency or that may become due to the Agency under this or any other contract or from the security deposit or may be demanded from him to be paid within seven days to the credit of the BESCO.

12.0 The contract agency, which is providing manpower services will be purely on outsource contract basis and the agency employees are not entitled to claim any permanency benefits from BESCO.


13.0 The Agency shall ensure satisfactory standards by his staff posted as Manpower and loss to BESCO caused due to negligence in duties, undesirable act, misbehavior and carelessness of its employees shall be borne by the Agency itself. In case, if the services are not up to the mark, such Manpower has to be replaced at the request of local officers by the Agency.

14.0 Agency shall take the responsibility of inspecting their employees on duty on regular basis by appointing one supervisor. Agency shall inspect from time to time and ensure satisfactory performance of the employees provided.

15.0 Selected personnel shall be issued a laminated I.D. affixing latest photograph with details of Name, EPF & ESI Account numbers, Aadhaar Number, designation, Name of the Agency, date of appointment, any other details etc by the agency and should be strictly worn by individual staff during office hours.

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- 16.0 The Manpower engaged by the agency will be the Employees of Contract Agency and at any cost they will not be considered as employees of BESCO.**
- 17.0** In case of any accidents, injuries etc to the engaged staff of the agency, compensation shall be payable to the next kith and Kin by the contract agency only and BESCO is not responsible in any way.
- 18.0** The Agency will comply with all the provisions regarding licensing, welfare and health, procedures, maintenance of various records and registers etc., as provided under the Contract Labour (Regulation & Abolition) Act 1970 and also under the order issued by the Government of Karnataka there under, and for its non-compliance, the Agency shall be responsible for penalties levied by the appropriate authority under the Act. The Agency shall also be liable to comply with all other Labour and Industrial Laws and such other Acts and Statutes (including Factories Act, Payment of Bonus Act, etc.,). Depositing of PF contribution as may be applicable is the responsibility of the Agency at his own expenses and shall not be reimbursed by the BESCO. Any default in compliance, the Agency shall be held responsible.
- 19.0** The BESCO shall not be liable to pay any allowance, salary or any other amount under any law in force for the staff engaged by the Agency. The BESCO shall also be not liable for breach of any Labour Laws or any other Laws for the time being in force. The Agency shall not be entitled to any other allowances or benefits which are not included in the contract.
- 20.0** In case the Agency sub-contracts the tender to other contract agency, such Agency will be rejected by giving 7 days' notice. Any loss on account of such acts to BESCO shall be borne by the agency itself.
- 21.0** The contract period is for a period of one year from the date of contract order. BESCO reserves the right to extend the services for further period of one year on the same terms and conditions on good performance of service by the agency. In case of any unsatisfactory situations BESCO has the right to cancel the order without giving any notice. Contract Agency and its employees have no right to disclose any Technical secrecy, Commercial secrecy and Social secrecy of BESCO to others.
- 22.0** The Agency shall agree to BESCO regulations and shall arrange to effectively carry out the social and other responsibilities. Staff of service provider shall not misbehave with Consumer or BESCO permanent employees or officers nor shall cause any loss to BESCO property. For any such lapses the bidder is solely held responsible.


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23.0 The Agency shall arrange to pay EPF, ESI, and GST in respect of the persons deployed in BESCO directly to the respective Government/Central Government Departments at prevailing rates from time to time be paid directly by the agency using their registered code. The concerned paid challans with applicable Certificates shall be furnished for verification to BESCO along with the bills of succeeding month by Agency. Remittance of such amount is wholly the responsibility of the Agency.

24.0 Agreement:

Agreement made on dated: 29.03.2023.

25.0 SECURITY DEPOSIT:

- The Agency has submitted Bank Guarantee:-
- Name of the Bank: Karnataka Bank Limited, Nagadevanahalli Branch, Bengaluru
- Amount of Guarantee Rs.49,61,117/-
- Bank Guarantee No: 23934BG000028 dated: 29.03.2023.
- Guarantee cover from 29.03.2023 to 23.06.2024.

26.0 Dispute:

In the event of any dispute or difference arising under this contract agreement or that which may arise in future will be solved by taking recourse to mutual settlement failing which this shall refer the same to the **Hon'ble Managing Director, Corporate Office, BESCO, K.R.Circle, Bengaluru-01** whose decision shall be final and binding on both the parties to this contract. Further any unsettled dispute will be subject to appropriate Courts in Bengaluru only and in case of any dispute between the Agency and the engaged Manpower, BESCO will not be a party and this has to be settled by the contractor himself at his own cost.

27.0 Arbitration:

Any dispute or difference or claim arising out of or in connection with or relating to the present contract or the breach, termination or invalidity thereof, shall be referred and settled under the Arbitration Centre- by one or more Arbitrators

28.0 TERMINATION FOR CONVENIENCE:

BESCO may, by written notice sent to the Agency, terminate the contract, in whole or in part at any time for its convenience. The notice of termination shall specify the termination is for BESCO's convenience, the extent to which providing manpower services under the contract is terminated and the date upon which such termination is effective.

The Agency upon receipt of such notice shall discontinue for providing manpower services on the date and to the extent specified in the notice.


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29.0 TERMINATION OF CONTRACT:

BESCOM may without prejudice to any other remedy for breach of Contract by 15 days written notice of default sent to the Service Provider, terminate the Contract in whole or in part.

- a) If the Service Provider fails to provide the service within the time period(s) specified in the Contract or any extension thereof granted by BESCOM.
- b) If the Agency fails to perform any other obligation(s) under the Contract.
- c) If the service are found to be unsatisfactory and fails to provide the services as per the agreed terms and on violation of any of the terms of the contract, the agency will be blacklisted besides termination of the contract.
- d) If the agency fails to remit the ESI & PF amount of its employees to the concerned authority and fails to make the payment within the time specified.

This detail work award is subject to all other Terms and conditions stipulated in the bid document.

Please return the enclosed "Acknowledgement and Acceptance" form of this contract order, duly signed within 7days from the date of receipt of this contract order.

'Approved by Managing Director'

Yours faithfully,


General Manager (A&HR),
BESCOM

Copy to:

- 1) The Chief General Managers (IA)/(CA)/ (OP)/(F&C)/(Proj) Corporate Office, BESCOM.
- 2) The Chief Engineers (Ele.)/ Controllers of Accounts, BMAZ-South/North, BRAZ,CTAZ, BESCOM.
- 3) The SP (Vigilance), Cresnet Towers, Cresnet Road, 1st Floor, Bengaluru, BESCOM.
- 4) The General Managers (A&RT)/(Rev)/SRTPV/(M&C)/ Energy Audit Cell/(PP)/(Proc)/(DAS)/(DSM)/(ICT&MIS)/(CR)/(F&R)/(QS&S)/(CT&GST), Corporate Office, BESCOM.
- 5) The Superintending Engineers (Ele.)/ Deputy Controller of Accounts, South/North/West/East/BRC/Ramnagara/ Kolar/Tumkur/Davanagere O&M Circles, BESCOM, Bengaluru.
- 6) The Deputy General Managers.,(CA-1)/(CA-2)/ (CA-3)/(RTI)/(Civil)/(HC)/(OP-1)/ (OP-3)/(ALDC)/(Enq)/(Admin)/(HRD)/(TIC)/Legal Officer/Corporate Office, BESCOM.
- 7) The Executive Engineers (Ele.)/ Accounts Officers,/Accounts officers (IA)/ Jayanagar/Koramangala/Malleswaram/Indiranagara/Rajajinagar/Jalahalli/RRNagar/Kengeri/Vidhanasoudha/Hebbala/Whitefield/Shivajinagar/CentralStores/Hosakote/Kanakapura/Ramnagara/Nelamangala/Chandapura/Magadi/Kolar/KGF/Chintamani/Chikkaballapura/ Tumakuru/ Tiptur/ Madhugiri/Kunigal/ Hiriur/ Harihara O&M Divisions, BESCOM.
- 8) The Assistant General Managers (Pension)/(Appeals)/(Proc-1)/(Proc-2)/(Proc-3)/ (OPC), Corporate Office, BESCOM.
- 9) Assistant General Manager (E&S), Corporate Office, BESCOM, Bengaluru.
- 10) PS to ACS, Energy Department, Vikasa soudha, Bengaluru.
- 11) PS to MD/D(F)/D(T)/CS. , Corporate Office, BESCOM.
- 12) TA to MD, Corporate Office, BESCOM.
- 13) DGM (P)/MF.