

CINEFIL PRODUCERS PERFORMANCE LTD

WELFARE SCHEME FOR MEMBERS

1. THE WELFARE SCHEME:

This is a Welfare Scheme framed under Rule 67 read alongwith Rule 55 (2) of the Copy Right Rules, 2013, for the welfare of the Members by the CINEFIL PRODUCERS PERFORMANCE LTD, (**CINEFIL**) and administered, in terms of the details herein below.

2. DEFINITIONS:

For the purpose of this Scheme-

- (i) *CINEFIL* means the CINEFIL PRODUCERS PERFORMANCE LTD.
- (ii) Member means a member of *CINEFIL*, who is either a Producer or Owner or Legal Heir of either
- (iii) Management means Management of *CINEFIL*.
- (iv) Board means the Board of Directors or Governing Council of *CINEFIL*. (v) Welfare Fund means the fund created per paragraph 3 of these presents.
- (v) Relative means spouse, lineal ascendant or descendant of the Member or of the spouse of the Member.
- (vi) Reference to he/his includes she/her.

3. WELFARE FUND:

The Board shall create a fund in the name of Welfare Fund, comprising of - (i) An amount as may be determined by the Board at the end of each year, at not more than 5% of the income in the year; and (ii) The amount of undisputed royalty (pertaining to royalty for a) Public Domain and b) No Heirs or Non-Members which are lying unpaid for more than 3 years) that could not be distributed by *CINEFIL* which may be transferred to Welfare Fund after obtaining Board approval.

4. BENEFICIARIES/PURPOSE:

The Members will be the sole Beneficiaries of the Welfare Fund and the Welfare Fund shall be utilized subject to Board Approval to; -

- a. reimburse any sum paid by the Member (subject to overall limit as laid down in this policy) on his/her medical treatment or treatment of any dependent relative.

b. compensate members who are in a distressed state.

5. PROCEDURE:

The utilisation of funds for the purpose mentioned in paragraph 4 above pertaining to reimbursement for medical treatment will be against an Application submitted by the Member to the *CINEFIL* Management, accompanied by all supporting documents, including the hospital & medical bills and the Discharge Summary. The utilisation of funds for the purpose mentioned in paragraph 4 above pertaining to compensation to members who are in a distressed state will be at the sole discretion of the Chairman / Board.

6. LIMITATIONS:

In case of Medical Aid, any single payment upto Rs. 50,000 (subject to TDS) will be approved jointly by the CEO, Chairman and any one Director. In cases where any single payment to a Member exceeds Rs.50,000, then such application is to be forwarded to the Board for approval. On Approval by the Board, the Medical Aid is either paid in full or at the amount approved. The Application for payment of any Medical Aid should be done by the Member within 60 days of incurring such expenses. A member will be granted such Medical Facility once in a Year. Notwithstanding the limitations mentioned above, the Chairman and CEO jointly authorized to approve reimbursements in special cases, as may be decided by them.

7. ADMINISTRATION:

The Welfare Fund will be maintained and administered by *CINEFIL*. In all matters concerning the Scheme and the Welfare Fund, the decision of the Board will be final and binding.

8. AMENDMENTS :

The Scheme may be amended from time to time by *CINEFIL* by a resolution passed at a General Meeting of *CINEFIL*, based on the recommendation of the Board.