



The Indian Performing Right Society Limited

Welfare Scheme For Members

The Indian Performing Right Society Limited

WELFARE SCHEME FOR MEMBERS **(Amended Welfare Scheme for Approval at the 55th AGM- 2025)**

1. THE SCHEME:

This is a Scheme framed under Rule 67 read along with Rule 55 (2) of the Copyright Rules, 2013, for the welfare of the Members by the Indian Performing Right Society Limited and administered, in terms of the details herein below.

2. DEFINITIONS:

For the purpose of this Scheme-

- (i) IPRS means the Indian Performing Right Society Limited.
- (ii) Member means a member of IPRS, who is either an Author or a Composer or Legal Heir of either or Publisher Owner Member
- (iii) Management means Management of IPRS.
- (iv) Board means the Board of Directors or Governing Council of IPRS.
- (v) Welfare Fund means the fund created per paragraph 3 of these presents.

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 per rule 55(2) and rule 67 of copyright rules 2013; and
- (ii) The amount of royalty pertaining to royalty for Public Domain or royalty pertaining to members who have given express consent to transfer the amount for the welfare of members may be transferred to Welfare Fund.

4. BENEFITS/PURPOSE :

The Welfare Fund shall be utilized to :

- reimburse any sum paid by the Member (subject to overall limit as laid down in this policy) on his medical treatment.
- aid Members who are in a distressed state
- for payment of Financial Aid / Royalty to Members subject to approval of the Board and as per the guidelines provided in the Distribution Policy.
- fund extraordinary Capital expenditure which are incurred for the improvement in the Infrastructure (for eg : Land and Building) and/or bring efficiencies in collection and distributions (for eg : development of Royalty Management Systems (RMS), implementation of Enterprise Resource Planning (ERP)) which benefit the business operations at IPRS

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 IPRSM management, accompanied by supporting documents which may include the doctor's diagnosis note, hospital, medical bills, discharge summary, etc.

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 or any two Directors of the Board of which one shall be a Author Director and one shall be Publisher Owner Director. Further, for members who are above 70 years of age, an amount upto Rs.50,000 per annum will be paid towards any medical (non-hospitalisation) expenses incurred by such members. The payment will be made on the basis of an application submitted by the member along with necessary supporting documents in the form of bills, etc. The payment will be subject to the approval of any two directors.

The utilisation of funds for the purpose mentioned in paragraph 4 above pertaining to Capital expenditure will be subject to Board approval.

6. Medical Aid Payment Approval :

- In case of Medical Aid, any single payment upto Rs.3,00,000 (subject to TDS) will be approved by the CEO and any one director.
- In cases where any single payment to a Member exceeds Rs.3,00,000 (subject to TDS), then such application shall be approved by the Chairman or any two Directors of the Board of which one shall be a Author Director and one shall be Publisher Owner Director.
- The Medical Aid can be recommended by the ARA committee.
- On Approval by the Chairman / Directors /CEO, the Medical Aid is either paid in full or at the amount approved.
- The Medical aid shall be paid (after deducting TDS) either to the Member or to the Hospital where the treatment is in progress.
- The Application for payment of any Medical Aid should be done by the Member not later than one year of diagnosis of the ailment or incurring the expenses.
- In case of ailments which require surgery, the medical aid shall be paid to the Member or Hospital based on Estimates received from the Hospital detailing the cost of the treatment. The Member shall provide the actual bills subsequently.
- A member shall normally be granted such Medical Facility once in a Year.
- The decision of the company on the approval or rejection (if documents not complete or satisfactory) of the claim will be final.

Notwithstanding the limitations mentioned above, the Chairman or or any two Directors of the Board of which one shall be a Author Director and one shall be Publisher Owner Director is authorized to approve medical aid reimbursements/upfront medical aid payment based on estimates in special cases, as may be decided by them.

7. ADMINISTRATION:

The Welfare Fund will be maintained and administered by IPRS. In all matters concerning the operations of 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 IPRS by a resolution passed at a General Meeting of IPRS, based on the recommendation of the Board.