ALREA-GRATITUDE
1/7, "A" Block,Yuga Shreenivas, 69, Thirumangalam Road, II Lane, Villivakkam,
Chennai-600049

Our Gratitude to
Ashok Leyland Community

Content

Background

- We started Ashok Leyland Retired Executives Association (ALREA) in May 2017.
- One of the main objectives was to focus on getting enhanced pension for the retirees.
- The other objectives were to engage in welfare activities for the members and their families.

Background

- In the course of our interactions with the retirees, we were pained to see the physical and financial status of some of the retirees.
- Right at that time, Mr. Devadoss, shared with us an idea that he was doing within his community.
- When we seeded his idea with our members, we had encouraging response.
- So, here we are with the next initiative.........

Main Objective

- To extend financial assistance to the nominee / spouse of a deceased member across all locations within India.
- On contributory basis by all the members.
- In order to distinguish this activity from our enhanced pension objective, we have formed a separate entity called as **"ALREA – GRATITUDE"**
- **ALREA–GRATITUDE** is registered under the Tamil Nadu Societies Act.

Management Body

- **ALREA – GRATITUDE** is being managed by an Executive Committee comprising of
  - President
  - Vice-President
  - Secretary
  - Joint Secretary
  - Treasurer
  - Joint Treasurer
  - Executive Members
- **There is an Advisory Committee which consists of senior members**.

Eligibility & Membership

- Any executive who had retired / taken voluntary retirement / resigned/ in service from any of the locations of Ashok Leyland or its Associate companies.
- The spouse of the executive is also eligible to become a member.
- The Executive / Spouse should be **below 75 Years** of age at the time of enrolment.

Admission of Membership

- An executive and / or spouse will have to make an application individually in the prescribed format along with attachments mentioned in the application and submit signed hard copies to the Secretary.
- The Governing Body shall admit the applicant as member subject to satisfactory compliance of the eligibility criteria.
- The member will have to nominate one person with nominee's bank account details, who will receive the amount.
- A member can change the nominee in future and it will be his sole responsibility.

Life Membership

- Life membership / Admission fees is currently Rs. 2000 per member. This is non-transferable and not refundable under any circumstances.
- This may be reviewed from time to time and amounts fixed with appropriate approvals from the Governing Body.
- Will be binding on all future members.
- Apart from the Life membership fees, members will contribute Rs. 100/- per occurrence.
- In order to enable member’s contribution, Members will pay Rs.1000 as Occurrence Fund Advance (OFA) along with the Life Membership fee at the time of admission.

Duties of Members

- This advance payment will be adjusted against future occurrences.
- Such advance will have to be replenished periodically, based on advise from the Secretary. This is normally done after 5 occurrences.
- Members are expected to make their Top-up payments within one week from the date of communication, so that we do not have deficiency of funds.
- Details of deposit should be communicated to the Treasurer or Secretary along with the reference.
- Every member shall abide by the Rules and Regulations of the Association.

Occurrence

- In the event of demise of a member / spouse who is also a member, the same will be tagged as OCCURRENCE starting from serial number “1”.
- This procedure will be followed for each and every Occurrence.

Cessation of Membership

- In the unfortunate event of death of a member, he automatically ceases to be a member.
- If one acts detrimental to the interest of the Association / State / Nation or any other justifiable reason, he shall be removed.
- Any default beyond 5 occurrences will be reviewed by the Committee and appropriate action will be taken.
- If the member wants to opt out of the association at his discretion.
- A member is removed as stated above he/she automatically ceases to be a member.
- Such members are not eligible for any benefits.
- They also shall not have any claim for refund of the Life membership fee or the OFA balance to their credit if any.

Eligibility For Financial Assistance

- For members who had enrolled on or before 31.5.2021, Window period of 3 months was considered as an initial eligibility.
- A member, who is enrolled from 01.06.2021, is eligible for financial assistance after
  - One year if the member is above 70 years
  - 6 Months if the member is below 70 years
- In the unfortunate demise of a member within the Window period, extending financial assistance will be considered by the Committee as appropriate.
- The nominee however, will be paid the balance in the member's Occurrence Fund.

Extent of Financial Assistance

- The Financial Assistance amount payable will be equal to the no. of active members on the date of the occurrence multiplied by Rs. 100, which is the contribution per occurrence per member, along with the balance in his Occurrence Fund.
- It will therefore be a varying amount.
- This amount will be paid by way of electronic transfer to the nominee of the member, within 2/3 days from the date of confirmed information about the demise.

Procedure for availing Financial Assistance

- The nominee of the deceased member should send a formal communication to the Secretary about the demise and attach the Doctor’s Certificate.
- This letter should be authenticated by any two members.
- The Committee formed for this purpose will calculate the financial assistance as per prevailing method and transfer the amount to the bank account of the nominee within two days.

Donations

- Apart from the Life Membership / Occurrence Fund contribution, a few members have donated generously for this noble cause.
- Donations from Members are welcome.

Communication

- All members so enrolled will be added to WhatsApp group and all future communication will be only through this media. Only the Group Admin will be able to send messages.
- For any other information or clarification Secretary may be contacted.
- A summary of the no. of active members, Occurrences and Defaulters as on the last day of a month will be communicated to the other members in the first week of the following month.

Change of Beneficiary

- Some members are benevolent to donate the proceeds of their financial assistance instead of nominating someone to receive the benefit.
- Such members will have to identify a Charitable / Non-profit Organsiation of their choice to whom the proceeds will be settled.
- They have to give their consent in writing in the prescribed format approved by the Auditors of the Association.

Management of Funds

- A portion of the Life membership fee will be retained as Fixed Deposit.
- The balance will be utilized for running expenses.

Audit of Accounts

- The accounts are audited by an Internal Auditor.
- The accounts are audited by an external Auditor, to comply with the statutory requirement.
- Audited accounts will be circulated among the members.

Status of Membership & Occurences

Status As on 31.08.2025	
Total Enrolled Members	1060
Total Deceased members	43
Within Window Period (Balance of Occurrence Fund contribution returned to the nominees)	2
Ceased to be member(Defaulters/ Not interested)	20
Effective Member Strength	**997**

Computerisation

- We are happy to inform that we have developed a Web-based application to enable members log in and view.
  - ✓ The details of the member or Spouse.
  - ✓ The Payment details.
  - ✓ Balance in their Occurrence Fund.
  - ✓ Their contribution to the Occurrences and
  - ✓ Make the Top-up payments whenever it is due.
- We have taken care to ensure total privacy.
- This will ensure that there is total transparency in the financial transactions and will reduce the work load on the Committee in following up on the Top-up payments.

Talk about ALREA-GRATITUDE

- Now that you know about **ALREA-GRATITUDE**, kindly talk about the activities of this Association to your friends / colleagues so that they also become Members.
- The sustainability of the Association is directly proportional to the number of members.
- The more the younger people join, the more longevity to the Association.
- All Members may not need financial assistance. In the last 5 years of inception, we have come across a few cases where this assistance was barely needed for the family.
- Even if it means donating it to the Charitable /Non-profit organization, we have to look at it as an opportunity to give back something collectively to the society.

Whom to Contact

- Interested persons may contact either of the following persons.
  - Dr. S Kandasamy Pillai Ph : 9840168127
  - Mr. S Selvam, Ph : 9551070220
  - Mr. C Devadoss, Ph : 7010926168
- They will facilitate the Membership formalities

Acknowledgements

- We are deeply indebted to our colleagues for their unstinted support in all our endeavors.
- We request your continued cooperation.
- We seek suggestions to carry forward our activities with mutual benefit and satisfaction.

Thank you!