

CERTIFIED TRUE EXTRACTS OF THE MINUTES OF MEETING OF BOARD OF DIRECTORS OF INDRAPRASTHA POWER GENERATION COMPANY LIMITED HELD ON 15<sup>TH</sup> FEBRUARY, 2012, IN RESPECT OF THE MATTERS REFERRED BY YOUR DEPARTMENT ARE REPRODUCED AS UNDER:-

59.4.1 Promotions of 'A' Category employees in IPGCL and PPCL

The Board noted the proposal in respect of promotion of 'A' category employees in IPGCL and PPCL. Director (HR) briefed the Board about the proposal including the details of the proposal placed in the previous Board meeting. He made a power point presentation of the proposal. He informed that the proposal on the promotion was circulated among all the employees as well as hosted on the website of the company for suggestion/objections from employees. He further informed that 244 representations were received and a summary of the same has been submitted in the proposal. It was suggested that the pension contribution including the deductions, of the employees who have joined PPCL from IPGCL under the Transfer Scheme of 2009, be deposited by IPGCL after its collection from PPCL. The Board agreed to the suggestion. The Board discussed the proposal in detail. It was clarified that promotion to the intermediary post i.e. Dy. Manager, Sr. Manager and Addl. GM shall be on time bound basis after completion of required number of year of service subject to fitness (i.e. the qualification, experience in grade service, PAR assessment, VC/DC clearance etc.). Thereafter, the following resolutions were passed:

"Resolved that the approval of the Board of Directors be and is hereby accorded for:

- (i) holding DPC for affecting promotions in IPGCL/PPCL as per the proposal approved in the Board meeting, in supersession of the earlier decision to withhold the promotions in IPGCL/PPCL, made in the Board meeting held on 15<sup>th</sup> February, 2011;
- (ii) Manpower structure as submitted in Para-II of the main proposal as combined sanctioned strength of IPGCL/PPCL;
- (iii) Seniority; Promotion Rules, Time Bound Promotional scheme and clubbing of posts, Promotion Guidelines, Effective date of promotion as submitted in Points (i) to (vi) of the Para-III of the main proposal, for the purpose of promotions, subject to the incorporation of following modifications :

(a) Para-III Point No. (iii & iv)

In the annexure V as referred in the main proposal, the qualifying requirement of number of years service for promotion for the following posts shall be modified as under:

Sl. No.	Post From	To	Qualifying Service Requirement
1.	a) Asstl. Controller / Foreman Gr.II.	A.M. (T)	4/7 years for degree/diploma

*Man*

