

COAL INDIA LIMITED

Confidential

Proceedings of the meeting of Selection cum DPC(Board II) met on 26-04-2010 at WCL Hqrs. Nagpur, on 13-05-2010 at MCL Hqrs. Sambalpur, and on 09-07-2010 & 10-10-2010 at CIL Hqrs. Kolkata to consider the cases of promotion of executives from E7 to E8 grade in **MINING DISCIPLINE**

As approved by the Competent Authority of CIL, a Selection cum DPC (Board II) consisting of the following met on 26-04-2010 at WCL Hqrs. Nagpur, on 13-05-2010 at MCL Hqrs. Sambalpur and 09-07-2010 & 10-07-2010 at CIL Hqrs. Kolkata to adjudge the suitability of the candidates for promotion from E7 to E8 grade in **Mining discipline** :

- | | | |
|----|--------------------------------------|---------------------|
| 1. | Shri S Chakraborti, CMD, ECL | - Presiding Officer |
| 2. | Shri DC Garg, CMD, WCL | - Member |
| 3. | Shri SR Upadhyay, CMD, MCL | - Member |
| 4. | Shri R Mohan Das, Director(P&IR) GIL | - Member |
| 5. | Shri NC Jha, Director(Tech) CIL | - Member |

Shri S Chakraborti, CMD, ECL could not attend the meeting on 13-05-2010 due to his pre-occupation

Shri NC Jha, Director(Tech) CIL did not attend any meeting of above Selection cum DPC.

2. The bio-data list containing names of 140 executives who have completed three years or more service in the grade as on 30-09-2009 in Mining discipline have been submitted to the Committee.

3 It was informed to the Committee that in Mining discipline there are 28 vacancies upto 31-03-2010 and based on the ratio 1:5 as per Common Coal Cadre, 140 executives are eligible to be considered for promotion and the Committee considered their cases in order of seniority as submitted in the bio-data list for promotion to E8 grade in Mining discipline.

4. It was further informed to the Committee that Shri G Hassan, Dy CME, CCL (SI No 8 of the bio-data list) has already been retired from the services of the company on superannuation..

5 The following Dy Chief Mining Engineers were called for interview but they did not turn up :-

| Sl No | Name | Company | Bio-data SI No | Date of interview |
|-------|----------------------|---------|----------------|-------------------|
| 1 | S/Shri GS Banerjee | CCL | 19 | 13-05-2010 |
| 2 | SR Mishra | CCL | 49 | 13-05-2010 |
| 3 | AK Sharma | CMPDIL | 67 | 13-05-2010 |
| 4 | Narayan Rai | CCL | 69 | 13-05-2010 |
| 5 | Sarbananda Seal | NEC | 83 | 13-05-2010 |
| 6 | Pradip Kumar Biswas | ECL | 33 | 09-07-2010 |
| 7 | Sanjoy Kr Gupta | ECL | 36 | 09-07-2010 |
| 8 | Kamleshwar Pd Keshri | BCCL | 131 | 10-07-2010 |

6 The DPC decided that the suitability of the executives or otherwise for promotion to E8 grade will be determined on the following criteria :-

- EER for last three years i.e. 2006-07, 2007-08 & 2008-09
- Length of service in M1 grade
- Performance during interview
- The executives' overall experience, achievement and other overall consideration

7 The methodology of allotment of marks for EER will be as under :-

| | | | |
|-------------------------------------------------------------|-----------------|-------------|----------|
| Total aggregate marks | 100 | | |
| A EERs | 48 marks | Excellent | 16 marks |
| | | Commendable | 14 marks |
| | | Adequate | 10 marks |
| (No mark shall be allotted for EER rating below 'Adequate') | | | |

B Length of service 20 marks

- Six marks for each completed year of service in E7 grade for first three years
- For each additional year of service in the existing grade 01 mark will be allotted subject to maximum of 2 years.
- The service of six months or more but less than a year is to be taken as one year.
- The service of less than six months shall be taken as zero and no mark shall be allotted for this.

C Interview 32 marks

8 On the basis of total marks secured by an executive out of the above 100 marks, the executives will be categorised in two groups - (1) Promotable and (2) Non-promotable. Executives securing 75 and above marks will be in promotable group. Those who are in promotable group will constitute the panel of executives and will be considered for promotion. The panel will be drawn in order of seniority irrespective of total marks obtained by the executives

9 It has further been decided by the Committee that -

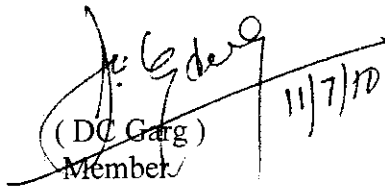
- In case during the period under consideration for any year, there are more than one EER covering different periods, the average of all those part ratings will be deemed to be the rating/number for the year.
- In case the EER for one year is not available, the average of the rating of the available years during the three years period under consideration will be deemed to be the rating/number for the year for which the EER is not available.

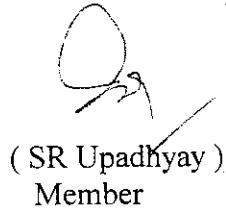
10 The Committee has taken into consideration the VC/DC/SC received from various subsidiaries wherever applicable.

11 On the basis of above norms and taking into account all other relevant factors, the Committee recommends the empanelment of the following executives for promotion from M1 to M2 grade in Mining discipline :-

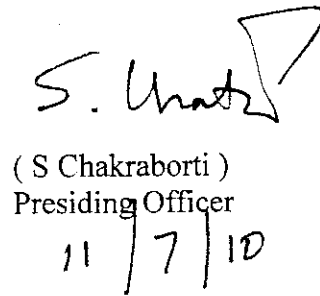
| Sl No | Name | Emp No | Bio-data Sl No | Company |
|-------|--------------------|----------|----------------|---------|
| 1 | S/Shri CS Chowley | 90007725 | 01 | BCCL |
| 2 | AK Dhar | 90008681 | 02 | ECL |
| 3 | SK Das | 90025891 | 15 | BCCL |
| 4 | A Kumar | 90175647 | 16 | BCCL |
| 5 | RK Singh | 90084013 | 17 | WCL |
| 6 | Moin Akhtar | 90063355 | 23 | SECL |
| 7 | Sukumar Mondal | 90028036 | 24 | MCL |
| 8 | PP Adhikari | 90125535 | 27 | WCL |
| 9 | RS Kainth | 90125550 | 28 | CCL |
| 10 | Md Moinuddin | 90070343 | 38 | ECL |
| 11 | Bankim Banerjee | 90028440 | 44 | MCL |
| 12 | Arvind Kumar Singh | 90176462 | 51 | SECL |
| 13 | Ghanshyam Singh | 90176264 | 53 | SECL |
| 14 | HS Laguri | 90112814 | 54 | ECL |

| | | | | |
|----|---------------------------|----------|-----|------|
| 15 | MB Pappulwar | 90112988 | 55 | MCL |
| 16 | BK Ghosh | 90174954 | 58 | NCL |
| 17 | Ram Ballav Kumar | 90175332 | 59 | BCCL |
| 18 | Prabir Kumar Mukhopadhyay | 90027475 | 61 | ECL |
| 19 | OP Katare | 90113036 | 77 | SECL |
| 20 | Kalyan Prasad Singh | 90176058 | 78 | BCCL |
| 21 | AK Bharali | 90165176 | 87 | BCCL |
| 22 | Anjani Kumar | 90067067 | 88 | CIL |
| 23 | Ram Vinay Singh | 90069907 | 113 | ECL |
| 24 | Prakash Chandra | 90176173 | 116 | BCCL |
| 25 | PR Mittal | 90065368 | 117 | ECL |
| 26 | Krishna Deo Prasad | 90027020 | 130 | BCCL |
| 27 | Akhilesh Kr.Choubey | 90176504 | 132 | ECL |
| 28 | S K Jain | 90128075 | 137 | WCL |

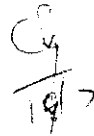

(DC Garg)
Member
11/7/10

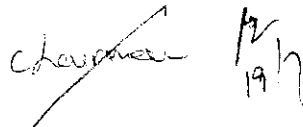

(SR Upadhyay)
Member


(R Mohan Das)
Member


(S Chakraborti)
Presiding Officer
11/7/10

Tag with appno 16 Panel for issue of
order of


19/7


12/19/7

Coal India Limited

Confidential

Proceedings of the meeting of Selection cum DPC (Board II) met on 26-04-2010 & 27-04-2010 at WCL Hqrs. Nagpur, on 13-05-2010 & 14-05-2010 at MCL Hqrs. Sambalpur and on 10-07-2010 at CIL Hqrs. Kolkata to consider the cases of promotion of executives from E7 to E8 grade in **E&M, Excavation, Civil Engg, E & T & M M, Disciplines**

As approved by the Competent Authority of CIL, a Selection cum DPC(Board II) consisting of the following met on 26-04-2010 & 27-04-2010 at WCL Hqrs. Nagpur, on 13-05-2010 & 14-05-2010 at MCL Hqrs. Sambalpur and on 10-07-2010 at CIL Hqrs. Kolkata to consider the cases of promotion of executives from E7 to E8 grade in E&M, Excv. Civil Engg, E&T and MM disciplines :-

| | | |
|-------------------------------------|---|-------------------|
| Shri S Chakraborti., CMD, ECL | - | Presiding Officer |
| Shri DC Garg, CMD, WCL | - | Member |
| Shri SRUpadhyay, CMD, MCL | - | Member |
| Shri R MohanDas, Director(P&IR) CIL | - | Member |
| Shri NC Jha, Director(Tech)CIL | - | Member |

Shri S Chakraboprti, CMD, ECL could not attend the meeting on 13-05-2010 and 14-05-2010 at MCL due to pre-occupation..

Shri NC Jha, Director, Director(Technical), CIL did not attend any meeting of above Selection cum DPC.

2 The list containing names of executives who have completed three years or more sevice in E7 grade as on 30-9-2009 in the above mentioned disciplines have been submitted to the Committee.

3 The number of vacancies upto 31-03-2010 and number of executives to be considered for promotion in different disciplines in the ratio 1:5 as per Common Coal Cadre/number of eligible/available executives called for interview are indicated below against each disciplines :-

| Sl No | Discipline | Vacancy | No of candidates to be called @ 1:5 | No of eligible /available candidates called for interview |
|-------|------------|---------|-------------------------------------|-----------------------------------------------------------|
| 1 | E&M | 11 | 55 | 55 |
| 2 | Excavation | 22 | 110 | 75 |
| 3 | Civil Engg | 07 | 35 | 35 |
| 4 | E & T | 03 | 15 | 06 |
| 5 | M M | 05 | 25 | 25 |

4 The following executives as mentioned below discipline wise were called for interview but they did not turn up :-

E & M

| Sl No | Name | Company | Bio-data SI No | Date of interview |
|-------|----------------------|---------|----------------|-------------------|
| 1 | S/Shri D Chakravarty | WCL | 09 | 26-04-2010 |
| 2 | RB Prasad | NCL | 32 | 26-04-2010 |
| 3 | Sunirmal Ghosh | CIL | 08 | 13-05-2010 |
| 4 | SV Rajan | CCL | 11 | 13-05-2010 |
| 5 | SR Anantwar | CCL | 29 | 13-05-2010 |
| 6 | KK Singh | BCCL | 01 | 10-7-2010 |
| 7 | AR Biswas | BCCL | 33 | 10-07-2010 |

(Handwritten mark)

EXCAVATION

| | | | | |
|---|---------------------|--------|----|------------|
| 1 | S/Shri BG Banerjee | NCL | 31 | 26-04-2010 |
| 2 | RP Singh | NCL | 42 | 27-04-2010 |
| 3 | Mahesh Prasad Singh | NCL | 67 | 27-04-2010 |
| 4 | KD Upadhyay | CCL | 03 | 14-05-2010 |
| 5 | SSP Singh | CMPDIL | 08 | 14-05-2010 |
| 6 | SK Santra | MCL | 61 | 14-05-2010 |

CIVIL ENGG

| | | | | |
|---|-------------|------|----|------------|
| 1 | RS Prasad | NCL | 01 | 27-04-2010 |
| 2 | LL Khosley | SECL | 05 | 27-04-2010 |
| 3 | VK Varshney | BCCL | 13 | 10-07-2010 |

MM

| | | | | |
|---|--------------------|-----|----|------------|
| 1 | DK Kundu | ECL | 01 | 10-07-2010 |
| 2 | Hari Mohan Goswami | ECL | 10 | 10-07-2010 |

5. The DPC decided that the suitability of the executives or otherwise for promotion to E8 grade will be determined on the following criteria :-

- A EER for last three years i.e. 2006-07, 2007-08 and 2008-09
- B Length of service in M1 grade
- C Performance during interview
- D The executives' overall experience, achievement and other overall consideration.

6. The methodology of allotment of marks for EER will be as under :-

Total aggregate marks 100

A EERs 48 marks:
Excellent 16 marks
Commendable 14 marks
Adequate 10 marks

(No mark shall be allotted for EER rating below 'Adequate')

B Length of service 20 marks:

- 10 Six marks for each completed year of service in M1 grade for first three years
- (b) For each additional year of service in the existing grade 01 mark will be allotted subject to maximum of 2 years.
- © The service of six months or more but less than a year is to be taken as one year.
- 10 The service of less than six months shall be taken as zero and no mark shall be allotted for this.

C Interview 32 marks

7 On the basis of the total marks secured by an executive out of above 100 marks, the executives will be categorized in two groups - (1) Promotable and (2) Non-promotable. Executives securing 75 and above marks will be in promotable group. Those who are in promotable group will constitute the panel of executives and will be considered for promotion. The panel will be drawn in order of seniority irrespective of total marks obtained by the executives

8 It has further been decided by the Committee that -

- (a) In case during the period under consideration for any year, there are more than

one EER covering different periods, the average of all those part ratings will be deemed to be the rating/number for the year.

(b) In case the EER for one year is not available, the average of the rating of the available years during the three years period under consideration will be deemed to be the rating/number for the year for which the EER is not available.

9. The committee has taken into consideration the VC/DC/SC received from various subsidiaries wherever applicable.

10. On the basis of the above norms and taking into account all other relevant factors, the Committee recommends the empanelment of the following executives for promotion from E7 to E8 grade in the disciplines mentioned below :-

E & M

| Sl No | Name | Employee No | Bio-data Sl.No. | Company |
|-------|-----------------|-------------|-----------------|---------|
| 1 | S/Shri D Dubey | 90015793 | 05 | CMPDIL |
| 2 | Gurudas Purohit | 90179052 | 21 | SECL |
| 3 | PK Chatterjee | 90179151 | 22 | MCL |
| 4 | Arun Kumar Roy | 90092941 | 25 | CMPDIL |
| 5 | MR Kolhe | 90111931 | 28 | WCL |
| 6 | Subhash Chand | 90110859 | 31 | CMPDIL |
| 7 | JK Singh | 90179227 | 34 | ECL |
| 8 | N Adhikari | 90153016 | 37 | BCCL |
| 9 | Tapan Dutta | 90130485 | 39 | ECL |
| 10 | AK Chakraborty | 90093014 | 44 | CMPDIL |
| 11 | Paresh Saxena | 90052891 | 52 | CMPDIL |

EXCAVATION

| Sl No | Name | Employee No. | Bio-data Sl.No. | Company |
|-------|-----------------------------|--------------|-----------------|---------|
| 1 | B Sikdar | 90018839 | 4 | CMPDIL |
| 2 | S Ram | 90019126 | 13 | WCL |
| 3 | Dinesh Choudhury | 90019134 | 14 | SECL |
| 4 | RC Mehrotra | 90132739 | 16 | CCL |
| 5 | Navin Kumar | 90132663 | 17 | CCL |
| 6 | Gulam WH Ansari | 90176702 | 23 | ECL |
| 7 | Rajib Kr Roy | 90176785 | 24 | NCL |
| 8 | Narendra Kumar | 90132697 | 32 | WCL |
| 9 | Murli MP Singh | 90176926 | 40 | BCCL |
| 10 | MV Rama Rao | 90107780 | 43 | WCL |
| 11 | AP Deshpande | 90108283 | 44 | WCL |
| 12 | MK Srivastava | 90153933 | 46 | CCL |
| 13 | Rajiv Hazela | 90176793 | 47 | NCL |
| 14 | DK Bhagat | 90061243 | 50 | CCL |
| 15 | Bireshwar Mishra | 90034653 | 52 | BCCL |
| 16 | GC Agarwal | 90061383 | 54 | CCL |
| 17 | Onkar Mishra | 90091844 | 57 | MCL |
| 18 | PR Sharma | 90061490 | 59 | CCL |
| 19 | Susanta Burman Roy | 90034745 | 62 | ECL |
| 20 | Rathindra Nath Bandopadhyay | 90072224 | 69 | NCL |
| 21 | KK Tripathi | 90153982 | 71 | BCCL |

A

B

CIVIL ENGG

| Sl No | Name | Employee No. | Bio-data Sl.No. | Company |
|-------|--------------------------|--------------|-----------------|---------|
| 1 | AC Bharaddwaj | 90092065 | 02 | ECL |
| 2 | R Prasad | 90181405 | 04 | CCL |
| 3 | AK Palit | 90051012 | 09 | CMPDIL |
| 4 | IJ Patil | 90115429 | 18 | WCL |
| 5 | SP Patra | 90033929 | 20 | MCL |
| 6 | Govind Kumar Sharma | 90081001 | 23 | SECL |
| 7 | Krishna Murai Srivastava | 90134560 | 24 | MCL |

E & T


| Sl No | Name | Employee No. | Bio-data Sl.No. | Company |
|-------|---------------------|--------------|-----------------|---------|
| 1 | T Dutta | 90141755 | 02 | ECL |
| 2 | PSL Das | 90095464 | 04 | CMPDIL |
| 3 | Nemai Chand Mallick | 90043258 | 05 | MCL |

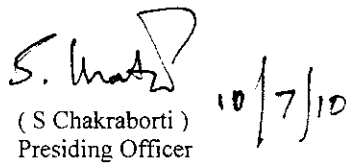
MM

| Sl No | Name | Employee No. | Bio-data Sl.No. | Company |
|-------|--------------|--------------|-----------------|---------|
| 1 | PK Sinha | 90022070 | 03 | BCCL |
| 2 | G Upreti | 90022179 | 05 | BCCL |
| 3 | Birendra Jha | 90061094 | 15 | NCL |
| 4 | RK Mishra | 90111360 | 18 | MCL |


(DC Garg)
Member


(SR Upadhyay)
Member

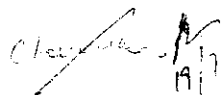

(R Mohan Das)
Member


(S Chakraborti)
Presiding Officer

10/7/10

May kindly approve the demand for issue of order.
Party will be done as per annexure enclosed.

By
T/S


A1

Coal India Limited

Confidential

Proceedings of the meeting of Selection cum DPC (Board II) met on 11-07-2010 at CIL Hqrs. Kolkata to consider the cases of promotion of executives from E7 to E8 grade in **FINANCE and COMPANY SECRETARY DISCIPLINES**

As approved by the Competent Authority of CIL, a Selection cum DPC(Board II) consisting of the following met on 11-07-2010 at CIL Hqrs. Kolkata to consider the cases of promotion of executives from E7 to E8 grade in Finance and Company Secretary discipline.

| | | |
|--------------------------------|---|-------------------|
| Shri S Chakraborti, CMD, ECL | - | Presiding Officer |
| Shri DC Garg, CMD, WCL | - | Member |
| Shri SR Upadhyay, CMD, MCL | - | Member |
| Shri R Mohan Das, Dir.(P&IR) | - | Member |
| ShriAK Sinha, Director(Fin)CIL | - | Member |

2 The list containing names of executives who have completed three years or more service in E7 grade as on 30-9-2009 in Finance discipline have been submitted to the Committee.

3 It was informed to the Committee that in Finance discipline there are 22 vacancies upto 31-03-2010 and based on the ratio 1:5 as per Common Coal Cadre, 110 executives are eligible to be considered for promotion. However, in all there are only 38 eligible executives available for promotion and the Committee considered their cases in order of seniority as submitted in the bio-data list for promotion to E8 grade in Finance discipline. Further in Company Secretary Discipline there are 6 vacancies but only one executive is available.

4 The following Dy Chief Finance Managers were called for interview but they did not turn up :-

| Sl No | Name | Comp | Bio-data Sl No | Date of interview |
|-------|----------------------|------|----------------|-------------------|
| 1 | S/Shri H Krishnan | SECL | 04 | 11-7-2010 |
| 2 | BJ Verma | Bccl | 05 | 11-7-2010 |
| 3 | PK Pal | CCL | 06 | 11-7-2010 |
| 4 | Debasis Bhattacharya | CCL | 12 | 11-7-2010 |
| 5 | JP Ayachit | ECL | 16 | 11-7-2010 |
| 6 | Jaba (Dey) Ghosh | BCCL | 19 | 11-7-2010 |
| 7 | Gour Hari Bakshi | SECL | 26 | 11-7-2010 |
| 8 | Somenath De | BCCL | 37 | 11-7-2010 |

5 The DPC decided that the suitability of the executives or otherwise for promotion to E8 grade will be determined on the following criteria :-

- A EER for last three years i.e. 2006-07, 2007-08 & 2008-09.
- B Length of service in M1 grade
- C Performance during interview
- D The executives' overall experience, achievement and other overall consideration.

6 The methodology of allotment of marks for EER will be as under :-

| | |
|-----------------------|----------------------|
| Total aggregate marks | 100 |
| A EERs | 48 marks |
| | Excellent 16 marks |
| | Commendable 14 marks |

Adequate 10 marks
(No mark shall be allotted for EER rating below 'Adequate')

B Length of service 20 marks

- (a) Six marks for each completed year of service in E7 grade for first three years
- (b) For each additional year of service in the existing grade 01 mark will be allotted subject to maximum of 2 years.
- (c) The service of six months or more but less than a year is to be taken as one year.
- (d) The service of less than six months shall be taken as zero and no mark shall be allotted for this.

C Interview 32 marks

7 On the basis of the total marks secured by an executive out of above 100 marks, the executives will be categorised in two groups - (1) Promotable and (2) Non-promotable. Executives securing 75 and above marks will be in promotable group. Those who are in promotable group will constitute the panel of executives and will be considered for promotion. The panel will be drawn in order of seniority irrespective of total marks obtained by the executives

(9) It has further been decided by the Committee that -

(9) In case during the period under consideration for any year, there are more than one EER covering different periods, the average of all those part ratings will be deemed to be the rating/number for the year.

(9) In case the EER for one year is not available, the average of the rating of the available years during the three years period under consideration will be deemed to be the rating/number for the year for which the EER is not available.

9. The committee has taken into consideration the VC/DC received from various subsidiaries wherever applicable.

10. On the basis of the above norms and taking into account all other relevant factors, the Committee recommends the empanelment of the following executives for promotion from E7 to E8 grade (Revised) in following discipline :-

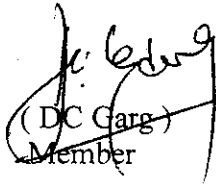
FINANCE

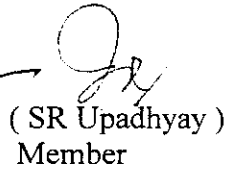
| Sl No | Name | Emp No | Bio-data Sl No | Company |
|-------|------------------|----------|-------------------|------------------------------------|
| 1 | S/Shri PK Mitra | 90020074 | 02 | CIL |
| 2 | Md.A.Rahman | 90020231 | 03 | NCL |
| 3 | AK Soni | 90093907 | 10 | CMPDIL To be considered and to see |
| 4 | Amitava Mazumdar | 90035916 | 20 | SECL |
| 5 | Alok Mondal | 90195967 | 22 | BCCL To be considered and to see |
| 6 | PN Thakur | 90075300 | 23 | NCL |
| 7 | Naresh Kr.Jha | 90074568 | 29 | ECL |
| 8 | PSK Rao | 90094012 | 32 | WCL |
| 9 | PK Sahoo (II) | 90088105 | 35 | SECL |
| 10 | Ranjit Kr.Sinha | 90170903 | 38 | ECL |
| 11 | G Bandopadhyay | 90063512 | 39 | CIL |
| 12 | Anil Kr.De | 90035924 | 40 | ECL |

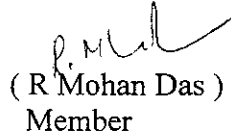
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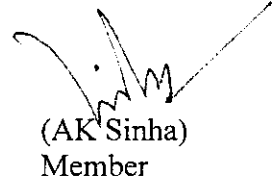
Company Secretary


| Sl No | Name | Emp No | Bio-data Sl No | Company |
|-------|-----------------------|----------|----------------|---------|
| 1 | Shri KN Mukhopadhyaya | 90137696 | 01 | BCCL |


(DC Garg)
Member

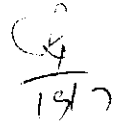

(SR Upadhyay)
Member


(R Mohan Das)
Member


(AK Sinha)
Member


11/7/10 (S Chakrabarti)
Presiding Officer

may kindly approve the Panel for issue of Board notes.
Party will be done as per annex enclosed


19/7

Chairman - 
19/7