

एसजेवीएन लिमिटेड

**SJVN Limited**

(A Joint Venture of GOI &amp; GOHP)

A Mini Ratna &amp; Schedule "A" Company

SJVN/CS/93/2018-

Date: 18/10/2018

NSE Symbol: SJVN-EQBOLT SCRIP ID: SJVNSCRIP CODE: 533206

**National Stock Exchange of India Limited**  
Exchange Plaza  
Bandra Kurla Complex,  
Bandra East, Mumbai-400051, India.

**The Bombay Stock Exchange Limited**  
Phiroze Jeejeebhoy Towers,  
Dalal Street,  
Mumbai 400 001, India.

**Sub: Appointment of Whole Time Director (Personnel)**

Sir

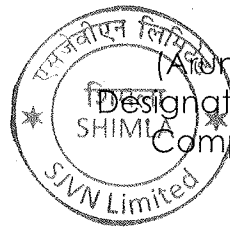
In compliance with **Regulation 30** read with Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we inform you that Ministry of Power vide its order No.15-22/2/2018-H-II dated 18<sup>th</sup> October, 2018 has appointed Smt.Geeta Kapur as Whole Time Director (Personnel) on the Board of the Company with effect from the date of her assumption of charge of the post or till the date of her superannuation or till further orders, whichever is earlier. She has assumed charge on 18.10.2018.

A Copy of the aforesaid order along with the profile of the appointed Director is annexed for your ready reference. She is not related to any directors on the Board of SJVN Limited.

Further the Director being appointed is not debarred from holding the office of director by virtue of any SEBI order or any other such authority.

You are requested to kindly take the same on record and oblige please.

Thanking You,



(Arun Kumar Sharma)  
Designated Officer for Filing  
Company Secretariat

Encl: As above.



No. 15-22/2/2018-H-II  
Government of India  
Ministry of Power

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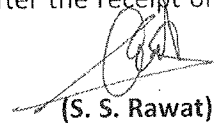
Shram Shakti Bhawan  
Rafi Marg, New Delhi – 110001

Dated: 18<sup>th</sup> October, 2018

ORDER

In pursuance of Article 32 of the Articles of Association of SJVN Limited, the President is pleased to appoint Smt. Geeta Kapur, General Manager, SJVN Limited, to the post of Director (Personnel), SJVN limited, a Miniratna Schedule-A PSU, in scale of pay of Rs. 1,80,000-3%-3,40,000/- (IDA) for a period of five years w.e.f. the date of her assumption of charge of the post or till the date of her superannuation or until further orders, whichever is the earliest.

2. The terms and conditions regulating the appointment of Smt. Geeta Kapur for the post of Director (Personnel), SJVN Ltd. will be issued separately after the receipt of charge assumption report.



(S. S. Rawat)

Under Secretary to the Government of India

1. CMD, SJVN Ltd., Corporate Office Complex, Shanan, Shimla (H.P.) – 171006.
2. All Directors on the Board of SJVN Ltd.
3. Smt. Geeta Kapur, GM, SJVN Ltd.
4. O/o Establishment Officer, Department of Personnel & Training w.r.t. DoPT's communication No. 20/28/2018-EO(ACC) dated 12.10.2018.
5. Department of Public Enterprises, CGO Complex, Lodhi Road, New Delhi-110003.
6. Secretary, PESB, 502, Block No. – 14, PE Bhawan, CGO Complex, Lodhi Road, New Delhi – 110003.
6. The Company Secretary, SJVN Ltd., Corporate Office Complex, Shanan, Shimla (H.P.) – 171006
7. PS to Hon'ble MoP.
8. PS to Secretary (Power) / PS to AS(BPP) / PS to JS (H) / PS to JS&FA.
9. Guard File.

## BRIEF PROFILE

Mrs. Geeta Kapur, has been appointed as Director (Personnel) w.e.f. 18<sup>th</sup> October 2018. Prior to this, she held the post of General Manager (Human Resource) at SJVN Limited. Mrs. Kapur is a Post Graduate in Management from Himachal Pradesh, University, Shimla. She has more than 3 (three) decades of experience in core areas of Human Resource (HR), out of which 24 years in SJVN. She started her career with Punjab Wireless Systems (PUNWIRE) a Punjab State Industrial Development Corporation (PSIDC) owned concern in Mohali, Punjab. She was 1st woman officer to join the HR Team in 1986. She also happens to be the first women Whole Time Director of the Company.

During her tenure in SJVN, in addition to policies and defining appropriate standard operating procedures, she played a vital role in Wage Settlements with Unions since inception. As a Head of Policy Section, she implemented Pay Revision applicable to Executives and Board Level Executives w.e.f. 01.01.1997 and 01.01.2007. Drawing inspiration from the concept of variable pay introduced by DPE w.e.f. 01.01.2007, she headed the section which introduced the concept of Balanced Score Card (BSC). Thus, driving a strategic performance management framework to drive performance for payment of variable pay generally referred to as Performance Related Pay. The payment was based on three Parameters namely- MOU, BSC and Individual Contribution as a key differentiators.

To promote general well being, create congenial atmosphere, sustainable hand holding upon superannuation various schemes like Voluntary Superannuation Scheme, Group Saving Linked Insurance Scheme, Benevolent Fund Scheme and Defined Contributory Pension Scheme were implemented. This positively impacted all palpable measures reflecting HR culture in the organization.

As a Human Resource Director, she envisions an Organization which finds a place in the Revered List of "Great Place To Work" amongst India's CPSEs