



“Interregional Distribution Grid Company of Centre”, Joint-Stock Company

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## MINUTES

of meeting of the Committee for Personnel and Remuneration  
of the Board of Directors of IDGC of Centre  
(in the form of absent voting)

«15» March 2012

Moscow

No.04/12

**Form of the meeting:** absent voting.

**Total number of members of the Committee for Personnel and Remuneration:** 7 persons.

**Participants of the voting:** A.A. Popov, S.A. Balaeva, M.Y. Kurbatov, A.V. Sergutin, A.G. Starchenko, A.V. Shevchuk.

**Members who did not provide questionnaires:** R.A. Filkin.

**The quorum is present**

**Date of the minutes:** 15.03.2012.

### AGENDA:

1. On agreement of candidatures for positions of deputy directors of the Company's branches.

2. On consideration of the performance of Deputy General Director for Capital Construction of IDGC of Center and preparation of corresponding recommendations to General Director of the Company.

3. On consideration of the draft of the Regulations on the personnel reserve of young specialists of IDGC of Center and the external personnel reserve of young specialists from students of specialized educational institutions.

4. On consideration of target positions and mentors for members of the personnel reserve of young specialists of IDGC of Center.

5. On inclusion of employees of IDGC of Center into the personnel reserve of IDGC Holding to fill positions of Chiefs of DENs.

### Item 1: On agreement of candidatures for positions of deputy directors of the Company's branches.

#### Decision:

1. To agree on the candidature of Bushun Vyacheslav Ivanovich for the position of Deputy Director for Economy and Finances of IDGC of Center - Tverenergo division.

2. To agree on the candidature of Orlov Vladimir Ivanovich for the position of Deputy Director for Security of IDGC of Center - Belgorodenergo division.

#### Voting results:

**Alexander Albertovich Popov** - «FOR»

**Svetlana Alexandrovna Balaeva** - «FOR»

**Mikhail Yuryevich Kurbatov** - «FOR»

**Alexey Vladimirovich Sergutin** - «FOR»

**Alexander Grigoryevich Starchenko** - «FOR»

**Alexander Viktorovich Shevchuk** - «FOR»

**Total:**

«FOR» - «6»

«AGAINST» - «0»

«ABSTAINED» - «0»

**Decision is taken.**

**Item 2: On consideration of the performance of Deputy General Director for Capital Construction of IDGC of Center and preparation of corresponding recommendations to General Director of the Company.**

**Decision:**

1. To recognize the performance of Deputy General Director for Capital Construction Nabiullin Restem Leronovich satisfactory.

2. To recommend General Director of IDGC of Centre, D.O. Gudzhoyan, to prolong the labour relations with Deputy General Director for Capital Construction Nabiullin R.L. till 30.03.2013 inclusive with the terms and conditions of the previously concluded employment agreement.

**Voting results:**

**Alexander Albertovich Popov** - «FOR»

**Svetlana Alexandrovna Balaeva** - «FOR»

**Mikhail Yuryevich Kurbatov** - «FOR»

**Alexey Vladimirovich Sergutin** - «FOR»

**Alexander Grigoryevich Starchenko** - «ABSTAINED»

**Alexander Viktorovich Shevchuk** - «FOR»

**Total:**

«FOR» - «5»

«AGAINST» - «0»

«ABSTAINED» - «1»

**Decision is taken.**

**Item 3: On consideration of the draft of the Regulations on the personnel reserve of young specialists of IDGC of Center and the external personnel reserve of young specialists from students of specialized educational institutions.**

**Decision:**

To recommend General Director of the Company to approve the Regulations on the personnel reserve of young specialists of IDGC of Center and the external personnel reserve of young specialists from students of specialized educational institutions in accordance with Appendix #1 to this decision of the Committee for Personnel and Remuneration.

**Voting results:**

**Alexander Albertovich Popov** - «FOR»

**Svetlana Alexandrovna Balaeva** - «FOR»

**Mikhail Yuryevich Kurbatov** - «FOR»

**Alexey Vladimirovich Sergutin** - «FOR»

**Alexander Grigoryevich Starchenko** - «FOR»

**Alexander Viktorovich Shevchuk** - «FOR»

**Total:**

«FOR» - «6»

«AGAINST» - «0»

«ABSTAINED» - «0»

**Decision is taken.**

**Item 4: On consideration of target positions and mentors for members of the personnel reserve of young specialists of IDGC of Center.**

**Decision:**

To approve the target positions and mentors for members of the personnel reserve of young specialists of IDGC of Center in accordance with Appendix #2 to this decision of the Committee for Personnel and Remuneration.

**Voting results:**

<b>Alexander Albertovich Popov</b>	- «FOR»
<b>Svetlana Alexandrovna Balaeva</b>	- «FOR»
<b>Mikhail Yuryevich Kurbatov</b>	- «FOR»
<b>Alexey Vladimirovich Sergutin</b>	- «FOR»
<b>Alexander Grigoryevich Starchenko</b>	- «FOR»
<b>Alexander Viktorovich Shevchuk</b>	- «FOR»

**Total:**

«FOR»	- «6»
«AGAINST»	- «0»
«ABSTAINED»	- «0»

**Decision is taken.**

**Item 5: On inclusion of employees of IDGC of Center into the personnel reserve of IDGC Holding to fill positions of Chiefs of DENs.**

**Decision:**

To approve the inclusion of employees of IDGC of Center into the personnel reserve of IDGC Holding to fill positions of Chiefs of DENs in accordance with Appendix #3 to this decision of the Committee for Personnel and Remuneration.

**Voting results:**

<b>Alexander Albertovich Popov</b>	- «FOR»
<b>Svetlana Alexandrovna Balaeva</b>	- «FOR»
<b>Mikhail Yuryevich Kurbatov</b>	- «FOR»
<b>Alexey Vladimirovich Sergutin</b>	- «FOR»
<b>Alexander Grigoryevich Starchenko</b>	- «FOR»
<b>Alexander Viktorovich Shevchuk</b>	- «FOR»

**Total:**

«FOR»	- «6»
«AGAINST»	- «0»
«ABSTAINED»	- «0»

**Decision is taken.**

**Appendices:**

1. The Regulations on the personnel reserve of young specialists of IDGC of Center and the external personnel reserve of young specialists from students of specialized educational institutions (Appendix 1).
2. The list of target positions and mentors for members of the personnel reserve of young specialists of IDGC of Center (Appendix 2).
3. The list of employees of IDGC of Center into the personnel reserve of IDGC Holding to fill positions of Chiefs of DENs (Appendix 3).

**Chairman of the Committee for Personnel and Remuneration  
of the Board of Directors of IDGC of Centre**

**A.A. Popov**

**Secretary of the Committee for Personnel and Remuneration  
of the Board of Directors of IDGC of Centre**

**S.V. Lapinskaya**