FCI Aravali Gypsum and Minerals India Limited
(A Govt. of India Undertaking)

Instiutional Area, Sector-B, Vivek Vihar Scheme Jodhpur.

Inter Office Memo

From: Company Secretary

To, Manager(P)

Ref: FAGMIL/ CS/IOM /45

Date: 27.04.2022

Sub: Extract of Board Minutes of the 102nd Board Meeting

The following proposals were placed before the Board in 102nd Board Meeting held at 25.03.2022. The Board went through the matters and approved as under:-

<table>
<tr><th>S.No.</th><th>Proposal</th><th>Decision of Board</th></tr>
<tr><td>8</td><td><u>Policy for engagement of Ex-Employees of the company as consultant</u></td><td>The Board discussed the matter and agreed to the proposal of change in policy of engagement of Ex-Employees of the company as consultant as under:-

Clause No. 5. Fixed remuneration pattern has been proposed upto E-7 level for Jodhpur location and A1 category cities as under:-

(a) The remuneration will be paid at following rates :
<table>
<tr><th>S.No.</th><th>Grade</th><th>Designation</th><th>Consolidated monthly remuneration including all (in Rs.) Jodhpur</th><th>Consolidated monthly remuneration including all (in Rs.) For A1 cities</th></tr>
<tr><td>1.</td><td>E-0</td><td>Consultant</td><td>30000/-</td><td>33000/-</td></tr>
<tr><td>2.</td><td>E-1</td><td>Consultant</td><td>30000/-</td><td>33000/-</td></tr>
<tr><td>3.</td><td>E-2</td><td>Consultant</td><td>30000/-</td><td>33000/-</td></tr>
<tr><td>4.</td><td>E-3</td><td>Consultant</td><td>40000/-</td><td>44000/-</td></tr>
<tr><td>5.</td><td>E-4</td><td>Consultant</td><td>50000/-</td><td>55000/-</td></tr>
<tr><td>6.</td><td>E-5</td><td>Consultant</td><td>60000/-</td><td>66000/-</td></tr>
<tr><td>7.</td><td>E-6</td><td>Advisor</td><td>60000/-</td><td>66000/-</td></tr>
<tr><td>8.</td><td>E-7</td><td>Sr. Advisor</td><td>60000/-</td><td>66000/-</td></tr>
</table>
(b) The above remuneration will remain fixed irrespective of any extension. An addition 10% of the amount would be payable for consultants employed in A1 cities as shown in the above table.</td></tr>
</table>

(Urvashi Verma)
Company Secretary

FCI ARAVALI GYPSUM AND MINERALS INDIA LIMITED
(Govt. Of India Undertaking)
JODHPUR
INTER OFFICE MEMO

From : Company Secretary
Ref: CS/BM-89/
Date: 15.01.2019

Dy. M. (Personnel), Jodhpur

Please find extract of item no.8 of 89th Board Meeting held on Thursday, 10.01.19 at 11:00 a.m. at hotel Taj Kumarkom Resorts and Spa, Kumarkom, Kerala for your further necessary action:-

Item No.8	**Policy for engagement of Ex-Employees of the company as Consultant**
	The proposal for engagement of services of ex-employees of the company as consultant was put up before the board in its 88th Board Meeting held on 16.11.2018 and the Board advised to consider the relevant provisions of General Financial Rules 2017/ Government Guidelines before finalizing the policy. Accordingly Government Guidelines and General Financial Rules-2017 were referred and it was observed that no age limit has been prescribed in General Financial Rules 2017/ Government Guidelines. The concerned Ministries or Departments have been authorized to make detail instructions regarding age, remuneration etc. for engagement of consultants. The Board was further informed that we have gone through the advertisement of following departments: a. Department of Agriculture Co-operation and Farmers Welfares; b. Ministry of Consumer Affairs, Food and Public Distribution; and c. Department of Social Justice and Empowerment. The stipulation regarding age in all the above departments are as under: "Normally the maximum age limit for all categories of consultants will be 65 years. However engagement beyond 65 years and up to 70 years could be with the approval of Secretary keeping the view his/her good health appropriate for the work and level of expertise and in rare cases." Therefore, we have also made similar provisions regarding age in clause 4 of our policy as under: "Normally the maximum age limit for all categories of consultants will be 65 years. However engagement beyond 65 years and up to 70 years

	could be with the approval of CMD keeping the view his/her good health appropriate for the work and level of expertise and in rare cases." The Board discussed the matter and approved the policy of engagement of services of ex- employees of the company as consultant as placed before it w.e.f. 01.02.2019.

(Siddharth Kumar)
Company Secretary

POLICY FOR ENGAGEMENT OF CONSULTANT

01-Applicability:
The policy for "Engagement of Ex-employees as Consultants" will come into effect w.e.f. 01.12.2018.

02-Deployment of retired employees:
The retired employees of the company may be engaged as consultant/advisor with the approval of CMD on need basis. The employee upto E-5 cadre would be engaged as consultant and employees of E-6 and above cadre would be engaged as Advisor/Sr. Advisor.

03-Period of engagement:
The engagement of the consultant/advisor shall be for a period of six months/one year initially. The period of engagement will be extendable further depending upon the requirement/performance of the consultant/ advisor. However, the services of consultant/advisor can be terminated at any point of time without assigning any reason thereof.

04-Maximum Age :
"Normally the maximum age limit for all categories of consultants will be 65 years. However engagement beyond 65 years and up to 70 years could be with the approval of CMD keeping the view his/her good health appropriate for the work and level of expertise and in rare cases."

05-Remuneration:
(d) The remuneration will be paid at following rates :

S.No.	Grade	Designation	Consolidated monthly remuneration including all (in Rs.)
1.	E-0	Consultant	30000/-
2.	E-1	Consultant	40000/-
3.	E-2	Consultant	50000/-
4.	E-3	Consultant	60000/-
5.	E-4	Consultant	70000/-
6.	E-5	Consultant	80000/-
7.	E-6	Advisor	90000/-
8.	E-7	Sr. Advisor	100000/-

(e) The above remuneration will increase 5% annually.
(f) Vehicle shall be provided for discharging official duties to advisors.

06-Attendance:
Consultant/Advisor would be required to attend office on daily basis and report to General Manager or any other designated official. He/ She will mark his/her attendance as directed by his/her Controlling Officer.

Consultant Doctor would attend the office for 15 days only in a month & payment for half month would only be made.

07-Deductions:
The income tax as applicable shall be deducted at source, while releasing the monthly payment to Consultant/Advisor.

08-TA/DA for official Journey:
He/ She will be eligible for TA/DA for official journey as per his/her last entitlement while in service.

09-Holidays/Restricted Holidays :
All holidays (National + Festival) which will be observed by FAGMIL employees are being granted to them. However no RH will be granted to them.

10-Leave :
One day leave for every month as per existing practice. They will be entitled to avail the leave during their tenure only and same cannot be carried forward to another tenure, if re-engaged.

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