

No. 5(1)/200-GM  
Government of India  
Ministry of Heavy Industries and Public Enterprises  
Department of Public Enterprises

Block No.14, CGO Complex,  
Lodi Road, New Delhi-110003

Dated the 5<sup>th</sup> May, 2011

To

Shri Anupam Anand,  
Director (Personnel),  
Hindustan Copper Limited,  
Tamra Bhavan,  
1, Ashutosh Chowdhury Avenue,  
Kolkata - 700 019.

Subject: Annual Performance Appraisal of Top Management Incumbents of  
CPSEs

Sir,

The undersigned is directed to refer to Hindustan Copper Limited letter no. PA/6.1 dated 26<sup>th</sup> April, 2011 on the subject mentioned above.

2. It is clarified that the grading and range of composite scores for ACRs of Chief Executives of MOU signing CPSEs in the format prescribed vide O.M. of even number dated 18.10.2005 are as under.

| <u>Composite Score</u> | <u>Grading</u> |
|------------------------|----------------|
| 1.00 - 1.50            | Excellent      |
| 1.51 - 2.50            | Very Good      |
| 2.51 - 3.50            | Good           |
| 3.51 - 4.50            | Average        |
| 4.51 - 5.00            | Poor           |

3. This has the approval of Secretary, Department of Public Enterprises.

Yours faithfully,

  
(Kailash Bhandari)  
Assistant Director  
Tel: 2436-6247

✓ Copy to :- NIC Cell, with a request to upload this OM on the DPE website