

Blue Dart Express Limited
Nomination & Remuneration Policy
(for Directors, KMPs and Employees)

I. Introduction:

This Nomination & Remuneration Policy (“**Policy**”) has been formulated and recommended by the Nomination and Remuneration Committee (“**Committee**”) pursuant to section 178 of the Companies Act, 2013 and the rules made thereunder (collectively, the “**Act**”) and as required under the provisions of Listing Regulations.

Our Company being a part of the World-renowned DHL Group is committed to following and benchmarking the best practices in terms of adopting Nomination and Remuneration criteria for its, Directors, KMPs and Employees. DHL Group holds majority equity stake in Blue Dart Express Ltd. The DHL Policies would be benchmarked and aligned to ensure that Company’s HR and Compensation Practices are as per DHL global norms and, at the same time, meet the local regulatory requirements viz. provisions applicable under the SEBI Listing Regulations and the Companies Act.

This Policy lays down the guidelines to be followed in relation to:

- (A) appointment of Directors, Key Managerial Personnel (KMP) and Senior Management of the Company; and
- (B) fixation of remuneration of Directors, Key Managerial Personnel, Senior Management and other employees of the Company.

Grading would be as per DHL eligibility norms.

The objectives of this Policy inter-alia includes;

- (a) attract, recruit, and retain good and an exceptional talent;
- (b) list down criteria for determining the qualifications, positive attributes, and independence of the Directors of the Company;
- (c) motivate such personnel to align their individual interests with the interests of the Company, and further the interests of its stakeholders;
- (d) ensure a transparent nomination process for Directors with the diversity of thought, experience, knowledge, perspective and gender in the Board; and
- (e) fulfill the Company's objectives and goals, including in relation to good corporate governance, transparency, and sustained long-term value creation for its stakeholders.

- (f) Succession plan for the Board and Senior Management.

II. Nomination and Appointment:

A. Executive Directors:

1. As per the Companies Act, the Company is required to have a Managing Director, or a Chief Executive Officer, or a Manager, and in their absence, a Whole Time Director.
2. The Company currently has, and has always appointed, a Managing Director in accordance with the applicable laws. Accordingly, this Policy currently provides for the appointment of Managing Director of the Company ("**Managing Director**"). If in future, the Committee deems fit to appoint a Chief Executive Officer, or Manager or a Whole Time Director for the Company, then this Policy will be suitably amended to provide for the appointment and remuneration of such personnel.
3. Process to be adopted for the nomination and appointment of a Managing Director:
 - (a) The Committee will identify and recommend to the Board of Directors of the Company ("**Board**"), person(s) who is qualified and eligible for appointment as the Managing Director of the Company, provided such person(s) meets the criteria set out under this Policy.
 - (b) The appointment of a Managing Director will be subject to execution of formal agreement between the Company and the Managing Director.
 - (c) The person(s) so identified and recommended by the Committee to the Board, for appointment as the Managing Director, and the agreement setting out the terms and conditions of his/her appointment and remuneration, will be subject to approval of the Board, and of the shareholders at the next general meeting of the Company.
 - (d) If the terms and conditions of appointment of the Managing Director are at variance to the conditions specified under Schedule V of the Act, then such appointment will be subject to necessary approvals of applicable authorities.
4. For a person to be appointed as a Managing Director ("**Candidate**"), he/she should fulfil/meet the following criteria:
 - (a) The Candidate should have been allotted a director's identification number.
 - (b) The Candidate should not be below the age of 21 years. If the Candidate has completed 70 years of age, then the Candidate may be appointed after complying with the provisions of Act.
 - (c) The Candidate should not be an undischarged insolvent or should not have, at any time, been adjudged as an insolvent.

- (d) The Candidate should not have, at any time, suspended payment to his/her creditors or should not be a person who makes, or has at any time made, a composition with them.
- (e) The Candidate should not have, at any time, been convicted by a court of an offence and sentenced for a period of more than 6 months.
- (f) The Candidate should not be disqualified/ debarred to act/ appoint as a Director pursuant to the provisions of the Act and as per BSE Circular dated June 20, 2018.
- (g) If the Candidate is already holding the office of the Managing Director, then his/her current tenure should be expiring within a period of not more than 1 year in case of re-appointment.
- (h) The Candidate should not be a Director, who has been at any time removed from directorship by the Company in accordance with the provisions of Act.
- (i) The Candidate should not have been sentenced to imprisonment for any period, or to a fine exceeding Rs. 1000, for the conviction of an offence under any of the statutes set out at **Annexure A**.
- (j) The Candidate should not have been detained for any period under the Conservation of Foreign Exchange and Prevention of Smuggling Activities Act, 1974 (52 of 1974).
- (k) If the Candidate is a managerial person in more than 1 company, then the remuneration which he/she draws from 1 or more companies should be within the ceiling provided in section V of Part II of Schedule V of the Act.
- (l) The Candidate should be a 'resident of India' as per Schedule V of the Act.
- (m) The Candidate should not be holding office as a Director or any other office in a competing firm/entity.
- (n) The Candidate should possess requisite qualifications and experience as may be decided by the Board of Directors.
- (o) No Independent Director, who resigns from a listed entity, shall be appointed as an executive / whole time Director on the Board of the listed entity, its holding, subsidiary or associate company or on the Board of a Company belonging to its promoter group, unless a period of one year has elapsed from the date of resignation as an Independent Director.

B. Non-Executive Directors:

1. As per the Act, the Company is required to have a minimum of 3 Directors and upto a maximum of 15 Directors, which maximum number can be increased pursuant to

a special resolution passed by the Company. As per the Listing Regulations, the Company is required to have minimum 6 Directors.

2. The Act and Regulation 17 of the SEBI (Listing Obligations & Disclosure Requirements) Regulations, 2015 ("**Listing Regulations**") also stipulates the composition of the Board such as gender, ratio of Non- Executive to Executive Directors, and the number of Independent Directors.
3. Process to be adopted for the nomination and appointment of non- executive Directors:
 - (a) The Committee will identify and recommend to the Board, person(s) who is qualified and eligible for appointment as a non-executive Director of the Company ("**Non-Executive Director**"), not being an Independent Director of the Company ("**Independent Director**"), provided such Non- Executive Director meets the criteria set out under this Policy.
 - (b) The person(s) so identified and recommended by the Committee to the Board, for appointment as a Non-Executive Director, will be subject to approval of the Board, and of the shareholders at the general meeting of the Company.
 - (c) The Committee will also consider and provide its inputs on the appointment to the Board of an Alternate Director, small shareholders' Director, nominee Director and Woman Director.
1. For a person to be appointed as a Non-Executive Director ("**Candidate**"), he/she should fulfil/meet the following criteria:
 - i. The Candidate should have been allotted a Director's Identification Number.
 - ii. The number of companies in which such Candidate may be holding office as a Director or a Chairman or committee member should not exceed the limit stipulated by the Act and the Listing Regulations.
 - iii. The Candidate should not be disqualified /debarred to act/ appoint as a Director pursuant to the provisions of the Act and the Listing Regulations.
 - iv. The Candidate should not be holding office as a Director or any other office in a competing firm/entity.
 - v. The Candidate should possess requisite qualifications and experience as may be decided by the Board of Directors.
 - vi. As per the Listing Regulations, the Company shall appoint a person or continue the directorship of any person as a non-executive Director who has attained an age of seventy five years after passing a special resolution to that effect, in which case the explanatory statement annexed to the notice of General Meeting for such motion shall indicate the justification for appointing such a person.

C. Independent Directors:

1. In terms of section 149 (4) of the Act, read with the Companies (Appointment and Qualification of Directors) Rules, 2014, the Company is required to have at least [2] directors as independent directors. As per the provisions of Listing Regulations, where the Chairman of the Board is a non- executive director, at least one-third of the Board should comprise of independent directors and in case he is an executive director, at least half of the Board should comprise of independent directors.

Provided that where the non-executive Chairman is a promoter of the company or is related to any promoter or person occupying management positions at the Board level or at one level below the Board, at least one half of the Board of the company shall consist of Independent Directors.

2. Process to be adopted for the nomination and appointment of an Independent Director:
 - (a) The Committee will identify and recommend to the Board, person(s) who is qualified and eligible for appointment as an Independent Director of the Company, provided such person(s) meets the criteria set out under this Policy.
 - (b) The Committee may also select the Independent Director from a data bank containing names, addresses and qualifications of persons who are eligible and willing to act as independent directors, maintained by an authorised agency as per the Act. However, the Committee will nonetheless carry out its own verification and satisfy itself as to the candidature of the Independent Director.
 - (c) The appointment of an Independent Director will be subject to issuance by the Company of a formal letter of appointment in the manner provided by the Act.
 - (d) The person(s) so identified and recommended by the Committee to the Board, for appointment as the Independent Director, and the agreement setting out the terms and conditions of his/her appointment and remuneration will be subject to approval of the Board, and of the shareholders at the next general meeting of the Company.
3. For a person to be appointed as an Independent Director ("**Candidate**"), he/she should fulfil/meet the following criteria:
 - (a) If the Candidate is already an Independent Director, then his / her tenure and term will be as per the Act and the Listing Regulations.
 - (b) The Candidate should have been allotted a Director's Identification Number.
 - (c) The number of companies in which such Candidate may be holding office as an Independent Director or a chairman or committee member should not exceed the limit stipulated by the Act and Listing Regulations.

- (d) The Candidate should not be disqualified /debarred to act / appoint as a director pursuant to the provisions of the Act and Listing Regulations.
- (e) The Candidate should not be holding office as a director or any other office in a competing firm/entity.
- (f) The Candidate should, in the opinion of the Board, be a person of integrity and possesses relevant expertise and experience.
- (g) The Candidate should not be or should not have been a promoter of the Company or its holding, subsidiary or associate company or member of the promoter group.
- (h) The Candidate should not be related to promoters or directors in the Company, its holding, subsidiary or associate company.
- (i) Any person who is serving as a whole-time director /managing director in any listed entity shall serve as an independent director in not more than three listed entities.
- (j) The Candidate should not have or should not have had any material pecuniary relationship, other than remuneration as such Director or having transaction not exceeding 10% (ten percent) of his total income or such amount as may be prescribed, with the company, its holding, subsidiary or associate company, or their promoters, or directors, during the three immediately preceding financial years or during the current financial year;
- (k) none of whose relatives:
 - (i) is holding any security of or interest in the Company, its Holding, Subsidiary or Associate Company(ies), in excess of such amount as may be specified during the three immediately preceding financial years or during the current financial year;
 - (ii) is indebted to the company, its holding, subsidiary or associate company(ies) or their promoters, or directors, in excess of such amount as may be specified during the three immediately preceding financial years or during the current financial year;
 - (iii) has given a guarantee or provided any security in connection with the indebtedness of any third person to the Company, its Holding, Subsidiary or Associate Company(ies) or their promoters, or directors for such amount as may be specified during the three immediately preceding financial years or during the current financial year;
 - (iv) have/ had any pecuniary relationship or transaction with the Company, its Holding, Subsidiary or Associate Company(ies), or their promoters, or directors, for such amount as may be prescribed during the three immediately preceding financial years or during the current financial year;

Provided that the pecuniary relationship or transaction with the Company, its Holding, Subsidiary or Associate company or their promoters, or directors in relation to points (i) to (iv) above shall not exceed two percent of its gross turnover or total income or fifty lakh rupees or such higher amount as may be specified from time to time, whichever is lower.

(l) Neither himself/herself nor any of his/her relatives:

(i) should hold or should have held the position of a 'key managerial personnel' or should be or should have been an employee of the Company or its holding, subsidiary or associate company or any Company belonging to the Promoter Group of the Company in any of the 3 financial years immediately preceding the financial year in which he/she is proposed to be appointed.

Provided that in the case of a relative, who is an employee other than KMP, the restriction under this clause shall not apply for his/her employment.

(ii) should be or should have been an employee or proprietor or a partner, in any of the 3 (three) financial years immediately preceding the financial year in which he/she is proposed to be appointed, of:

- a firm of auditors or company secretaries in practice or cost auditors of the Company or its holding, subsidiary or associate company; or
- any legal or a consulting firm that has or had any transaction with the Company, its holding, subsidiary or associate company amounting to 10% (ten per cent) or more of the gross turnover of such firm;

(iii) should hold together with his/her relatives 2% (two per cent) or more of the total voting power of the Company;

(iv) should be a Chief Executive or director, by whatever name called, of any non-profit organisation that receives 25% (twenty five per cent) or more of its receipts from the Company, any of its promoters, directors or its holding, subsidiary or associate company or that holds 2% (two per cent) or more of the total voting power of the Company; or

(v) should be a material supplier, service provider or customer or a lessor or lessee of the Company

(m) The Candidate should not be less than 21 years of age;

(n) The Candidate should possess requisite qualification and experience as may be decided by the Board;

(o) The Candidate should be who is not a non-Independent Director of another company on the Board of which any non-Independent Director of the listed entity is an independent director; and

- (p) The Candidate should register themselves with the Indian Institute of Corporate Affairs (IICA), Haryana to include his/ her name in the Independent Directors databank maintained by them and pass the requisite proficiency test, as applicable.
- (q) Every independent director shall, at the first meeting of the Board in which he/she participates as a director and thereafter at the first meeting of the Board in every financial year or whenever there is any change in the circumstances which may affect his/her status as an independent director, submit a declaration that he/she meets the criteria of independence and that he/she is not aware of any circumstance or situation, which exist or may be reasonably anticipated, that could impair or impact his/her ability to discharge his/her duties with an objective independent judgment and without any external influence.

D. Key Managerial Personnel:

1. As per section 203 of the Act and rule 8 of the Companies (Appointment and Remuneration of Managerial Personnel) Rules, 2014, the Company is required to appoint the following whole time key managerial personnel:
 - (a) managing director, or chief executive officer or manager and in their absence, a whole-time director;
 - (b) chief financial officer; and
 - (c) company secretary

2. The Company currently appoints on its Board, a Managing Director. Apart from the Managing Director, the Company has Group Chief Financial Officer (CFO), Chief Financial Officer (CFO) and a Company Secretary.

A 'Chief Financial Officer' would mean a person appointed as the Chief Financial Officer of a company.

A 'Company Secretary' would mean a company secretary as defined in clause (c) of sub-section (1) of section 2 of the Company Secretaries Act, 1980, and who is appointed by a company to perform the functions of a company secretary under the Act.

A 'Group Chief Financial Officer' (Group CFO) would mean a person appointed as the Group Chief Financial Officer of a company.

3. Process to be adopted for the nomination and appointment of a Group Chief Financial Officer or Chief Financial Officer:
 - (a) The Committee will identify and recommend to the Board, person(s) who is qualified and eligible for appointment as a Group CFO/ CFO, in line with DHL internal recruiting, talent and selection process. The

appointment of the Group CFO/ CFO will be subject to issuance by the Company of a formal letter of appointment in the manner provided by the Act.

- (b) The person(s) so identified and recommended by the Committee to the Board, for appointment as a Group CFO/ CFO, and the letter of appointment setting out the terms and conditions of his/her appointment and remuneration, will be subject to approval of the Board.
- 4. For a person to be appointed as a Group CFO/ CFO ("**Candidate**"), he/she should fulfil/meet the following criteria:
 - (a) The Candidate should hold a finance degree such as MBA (in finance) or CA, or any similar degree or qualification from a reputed institution.
 - (b) The Candidate should not be employed or holding any position or KMP in any other firm/entity except Wholly Owned Subsidiary.
- 5. Process to be adopted for the nomination and appointment of a Company Secretary:
 - (a) The Committee will identify and recommend to the Board, person(s) who is qualified and eligible for appointment as a Company Secretary. The appointment of the Company Secretary will be subject to issuance by the Company of a formal letter of appointment in the manner provided by the Act.
 - (b) The person(s) so identified and recommended by the Committee to the Board, for appointment as a Company Secretary, and the letter of appointment setting out the terms and conditions of his/her appointment and remuneration, will be subject to approval of the Board.
- 6. For a person to be appointed as a Company Secretary ("**Candidate**"), he/she should fulfil/meet the following criteria:
 - (a) The Candidate should be a qualified company secretary.
 - (b) The Candidate should not be a 'company secretary in practice'.

'company secretary in practice' would mean a company secretary who is deemed to be in practice under sub-section (2) of section 2 of the Company Secretaries Act, 1980.
 - (c) The Candidate should not be employed or holding any position or KMP in any other firm/entity except Wholly Owned Subsidiary.

E. Senior Management:

As per regulation 16 and section 178 of the Act, "Senior Management" shall mean the officers and personnel of the listed entity who are members of its core

management team, excluding the Board of Directors, and shall also comprise all members of the management one level below the Chief Executive Officer or Managing Director or Whole Time Director or Manager (including Chief Executive Officer and Manager, in case they are not part of the Board of Directors) and shall specifically include the Functional Heads, by whatever name called and the Company Secretary and Chief Financial Officer.

For the Company, 'Senior Management' inter- alia includes the KMPs, Functional Heads and Regional Heads as stipulated in **Annexure B**.

Evaluation:

The reappointment or extension of term and the remuneration of Executive Directors and Non-Executive Directors will be as per the performance evaluation report pursuant to the performance evaluation carried out by the Board (excluding the director being evaluated) as per the Company's Board Evaluation Policy

III. Remuneration:

A. Executive Directors:

1. The Committee to recommend the remuneration of the Managing Director to Board for its approval post internal process laid down by DHL.
2. Such remuneration shall be subject to approval of the shareholders of the Company, in the next general meeting.
3. If proposed remuneration is at variance to the conditions specified in Schedule V of the Act, then such remuneration will also be subject to necessary approvals.
4. The terms of the remuneration of the Managing Director shall be as under:
 - (a) The remuneration of the Managing Director shall consist of the following:
 - (i) Basic Salary
 - (ii) House Rent Allowance
 - (b) In addition to the above, the Managing Director shall be entitled to the following:
 - (i) Company's contribution to the provident fund in accordance with Rules and Regulations of the Company
 - (ii) Superannuation contribution subject to a maximum ceiling of 15% of basic salary by way of contribution to a fund or an allowance in

lieu thereof or combination of both.

- (iii) Gratuity at a rate not exceeding half a month's salary for each completed year of service.
- (iv) Car as per Company's Car scheme along with chauffeur.
- (v) Group Insurance Coverages, IOD Membership at actual and reimbursement of telephone expenses.
- (vi) An incentive payment based on achievement of profitability levels and other performance parameters for the calendar year ended, upto such amount in line with DHL Policies and decided by the Board and approved by the shareholders from time to time.
- (vii) Increment for each year will be determined by the Committee based on the performance evaluation report and which will be subject to approval of the Board and shareholders, and other necessary approvals, if applicable.
- (viii) Entitlement to DHL LTI schemes viz;
 - Performance Share Plan (PSP)
 - Share Matching Scheme (SMS)
- (ix) Such other benefits and upto such amount, as may be decided by the Board and the shareholders, from time to time.
- (c) The Managing Director would be entitled to stock options, if applicable.

5. The fees or compensation payable to Executive Directors who are promoters or members of the promoter group, shall be subject to approval of shareholders by Special Resolution in the general meeting, if-
- i. the annual remuneration payable to such Executive Director exceeds rupees 5 crore or 2.5 per cent of the net profits of the listed entity, whichever is higher; or
 - ii. where there is more than one such director, the aggregate annual remuneration to such Directors exceeds 5 per cent of the net profits of the listed entity:

Provided that the approval of the Shareholders under this provision shall be valid only till the expiry of the term of such Director.

B. Non-Executive Directors:

1. The Committee to recommend remuneration of the Non-Executive Directors excluding sitting fees to the Board for its approval and will be subject to approval of the shareholders of the Company.
2. The terms of the remuneration of the Non-Executive Directors shall be as under:
 - (a) An incentive payment based on achievement of profitability levels for the year ended, upto such amount, as may be decided by the Board and the shareholders, from time to time.
 - (b) Sitting fees of such amounts as may be determined from time to time and upto such amount, as may be decided by the Board.
 - (c) The Non-Executive Directors are currently not entitled to any stock options.
3. The approval of shareholders by the Special Resolution shall be obtained every year, in which the annual remuneration payable to a single Non-Executive Director exceeds fifty per cent of the total annual remuneration payable to all non- executive directors, giving details of the remuneration thereof.

C. Independent Directors:

1. The Committee to recommend remuneration of the Independent Directors excluding sitting fees to the Board for its approval, and it will be subject to approval of shareholders of the Company.
2. The terms of the remuneration of the Independent Directors shall be as under:
 - (a) Sitting fees of such amounts as may be determined from time to time and upto such amount, as may be decided by the Board.
 - (b) Commission subject to ceiling based on profitability for the year ended, upto such amount, as may be decided by the Board and approved by Shareholders of the Company, from time to time.
 - (c) Further, if the Company fails to make profits or makes inadequate profits in the financial year, any Non-Executive Director of such Company, including an Independent Director, may be paid remuneration in accordance with Schedule V of the Act.
3. The Independent Directors will not be entitled to any stock options.

D. Key Managerial Personnel:

Remuneration and increments payable to KMP's will be in accordance with the Company Policies (in alignment with DHL Policies) and subject to the approval of the NRC/ Board.

E. Senior Management:

Remuneration and increments payable to Senior Management will be in accordance with the Company Policies (in alignment with DHL Policies) and subject to the approval of the NRC/ Board

F. Employees:

Remuneration and increments payable to employees will be in accordance with the Company Policies (in alignment with DHL Policies) and subject to the approval of the NRC.

IV. General:

- (A) The Board will constitute of at least 1 Woman Independent Director w.e.f. April 1, 2019 as per requirements of law
- (B) The Board will constitute of at least 1 Director who has stayed in India for a total period of not less than 182 days in the financial year.
- (C) If total managerial remuneration payable by the Company to all its Directors in any financial year exceeds the limits stipulated under the Act and rules made thereunder, then the Company will obtain requisite approvals.
- (D) At least Six months before the retirement or resignation of any director or whole time key managerial personnel, the Committee will initiate the process of identifying and recommending new candidates to replace such retiring or resigning Directors or whole time Key Managerial Personnel.
- (E) The Policy on Board diversity must be prepared keeping in mind the differences in thoughts, perspective, regional and industry experience, cultural and geographical background, age, ethnicity, race, gender, knowledge & skills including – expertise in financial, global business, leadership, technology, mergers & Acquisition, Board service, strategy sales and marketing, environment social & governance, risk and cyber security and other domains.
- (F) NRC must identify ongoing training and education programs for the Board to ensure that Non-Executive Directors are provided with adequate information regarding business, the industry and their legal responsibilities and duties. This will in turn, result into a strong and effective Board and positive outcome of the

Board Evaluation.

- (G) DHL Group Policies (e.g. Code of Conduct, Business Ethics Policy etc.) need to be adhered to. DHL mandatory Awareness and Training programmes would be completed within the required time frame.

Annexure A
List of Statues

The Managing Director should not have been sentenced to imprisonment for any period, or to a fine exceeding Rs. 1000, for the conviction of an offence under any of the following Acts, namely:

- (a) the Indian Stamp Act, 1899 (2 of 1899);
- (b) the Central Excise Act, 1944 (1 of 1944);
- (c) the Industries (Development and Regulation) Act, 1951 (65 of 1951);
- (d) the Prevention of Food Adulteration Act, 1954 (37 of 1954);
- (e) the Essential Commodities Act, 1955 (10 of 1955);
- (f) the Companies Act, 2013;
- (g) the Securities Contracts (Regulation) Act, 1956 (42 of 1956);
- (h) the Wealth-tax Act, 1957 (27 of 1957);
- (i) the Income-tax Act, 1961 (43 of 1961);
- (j) the Customs Act, 1962 (52 of 1962);
- (k) the Competition Act, 2002 (12 of 2003);
- (l) the Foreign Exchange Management Act, 1999 (42 of 1999);
- (m) the Sick Industrial Companies (Special Provisions) Act, 1985 (1 of 1986);
- (n) the Securities and Exchange Board of India Act, 1992 (15 of 1992);
- (o) the Foreign Trade (Development and Regulation) Act, 1992 (22 of 1992); and
- (p) the Prevention of Money-Laundering Act, 2002 (15 of 2003).

Annexure B

Key Managerial Personnel:

Sr. No.	Designation
1.	Managing Director
2.	Chief Financial Officer (CFO)
3.	Head (Legal & Compliance) & Company Secretary

Functional Heads:

4.	Chief Human Resource Officer (CHRO)
5.	Chief Commercial Officer (CCO)
6.	National Operations Head (NOH)
7.	Chief Information Officer (CIO)
8.	Head- Customer Service
9.	Head- Internal Audit & Risk Management
10.	Head- Strategic Project Management, Organisation Excellence & Innovations
11.	Head- Admin, Procurement & Real Estate
12.	Head- Security

Regional Heads:

13.	Regional Head- North
14.	Regional Head- West I
15.	Regional Head- South I
16.	Regional Head- South II
17.	Regional Head- West II
18.	Regional Head- East