



JOB GRADES

OBJECTIVE

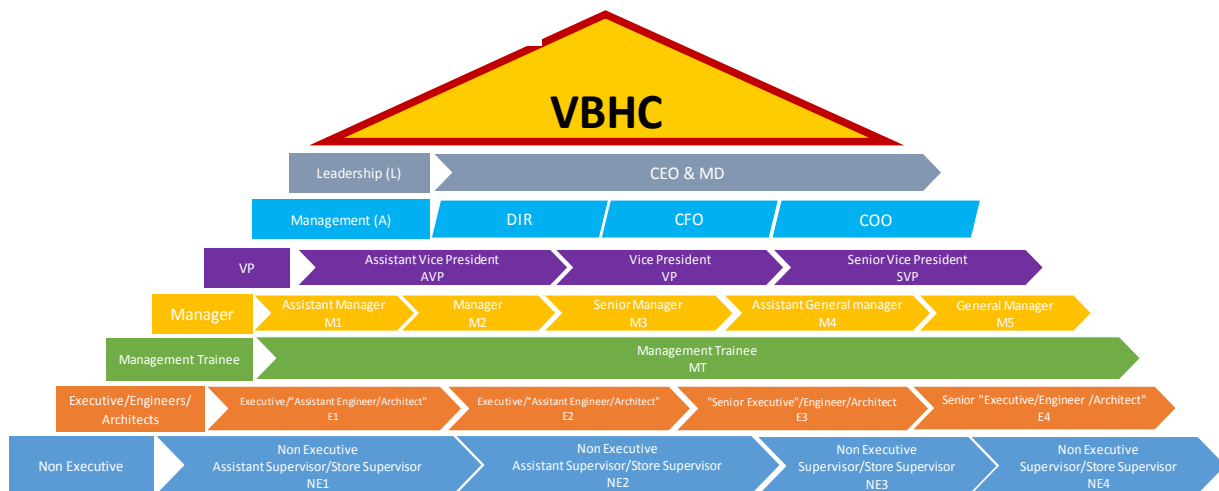
The appointment of employees is based on job grades that commensurate with their job specifications and typically considers their qualifications and experience.

SCOPE

Policy covers to all the Employees of VBHC

POLICY

- The job grades in the VBHC has been categorized to 7 grades as follows:



Category	Job Grade
Leadership (L)	MD & CEO
Management (A)	A
Vice President (VP)	AVP, VP, SVP
Managerial (M)	M1 to M5
Management Trainee (MT)	MT
Executives (E)	E1 to E4
NON-Executives (NE)	NE1 to NE4



DESIGNATIONS/JOB TITLES

- The Company may designate functional titles to you to facilitate you in discharging your duties.
- Grades may be modified based on the business requirement of the Company at Management discretion.