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PERSONNEL AND REMUNERATION COMMITTEE
PROTOCOL #KKiV-18
Of Personnel and Remuneration Committee session
IDGC of Urals, OAO

November 23, 2011
Session form:

Ekaterinburg
absentee voting (by questionnaires)

The following members took part in the voting: A.V. Chigrin, S.A. Muravyova, K.M. Yushkov, N.I. Erpsheer, M.M. Saukh, V.E. Lutskovich, S.S. Ezimov.

Number of the Committee members that participated in the session is 7 out of 7. Quorum for decision-taking on all agenda issues reached.

Agenda:

1. Current situation with the Company's young professional personnel reserve.

ISSUE #1: Current situation with the Company's young professional personnel reserve.

RESOLUTION:

1. To approve the Company's young professional personnel reserve according to Appendix # 1 to the present resolution.
2. To recommend V.N. Rodin, the Company's CEO, to submit the list containing the reserve participants (Appendix #2 to the present resolution) to IDGC Holding, OAO to review the issue regarding the inclusion of the participants into the personnel reserve of IDGC Holding.

VOTING RESULTS:

"FOR" – 7 (Seven) votes: A.V. Chigrin, S.A. Muravyova, K.M. Yushkov, N.I. Erpsheer, M.M. Saukh, V.E. Lutskovich, S.S. Ezimov.

"AGAINST" - 0 (Zero) votes.

"ABSTAIN" - 0 (Zero) votes:

The resolution is adopted unanimously.

Appendix #1: The Company's young professional personnel reserve.

Appendices #2-8: A.V. Chigrin, S.A. Muravyova, K.M. Yushkov, N.I. Erpsheer, M.M. Saukh, V.E. Lutskovich, S.S. Ezimov.

The Committee Chairperson

A.V. Chigrin

The Committee Secretary

D.V. Tikhanov

The Protocol was compiled on: 23.11.2011.