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Dear Rahul,

Thanks for the email relating to the selection of the GM-Marketing, Communications and Digital. Having read the same, my view is that my observations to the selection have hardly been addressed.

So far as the recommendations of the Hon'ble Justice Lodha Committee on the subject are concerned, the relevant extract thereof is quoted hereunder for ready reference:

*“There would be a, maximum of six managers to assist the CEO who would have expertise primarily in the streams of Operations, Finance, Technical, Compliance (legal), Human Resources and Media.”*

Clearly, the need for Marketing Manager in an institution like BCCI was not felt to be of primary concern even by the Hon'ble Justice Lodha Committee. Besides, even the six positions enumerated above are of Manager and not General Manager level, as is the case in the instant matter. In my view, deviation from the recommendations cannot be justified merely because the decision was taken in a COA meeting, more particularly when the appointment is not being made on the post of Manager but a General Manager.

Your email is further clear that in the entire selection process no role was played by anyone from the BCCI and all decisions in the matter of selection were taken either by Korn Ferry, you or the Committee of Administrators.

Strangely, as per your email, while it was only on 30.11.2017 that the CoA took a decision that selections to the higher positions could be made through a recruitment agency, it transpires that by that time Korn Ferry had already been working on it and had already suggested several names for a post as high as that of a General Manager. Moreover, much before 30.11.2017 even the CoA had considered the recommendations and had directed the agency to scout for further names. In other words, I am still at a loss to fathom as to the need for such a decision to be taken on 30.11.2017 when recruitments were already being sourced through Korn Ferry, a recruitment agency.

It is now well accepted that one of the basic reasons for the constitution of the Hon'ble Justice Lodha Committee was to bring in greater transparency in the affairs of the BCCI. From your description of the process and observations made above it can hardly be said that the process followed was transparent inter alia because the elected representatives of the organisation, which is going to pay for the proposed executive, were unaware of what transpired in the preliminary or subsequent interviews for a post that is not a part of the Justice Lodha recommendations.

Even the decision to engage Korn Ferry as the recruitment agency lacks clarity. As is

manifest from the minutes of the concerned meeting (12 June 2017, J W Marriott, New Delhi), the relevant extracts whereof are quoted hereunder, the decision to do so was taken in a meeting in which I also participated (on skype), yet for reasons unknown, the decision on this particular aspect awaited my exit from the meeting despite the fact that in the capacity of the Acting Honorary Secretary it would be the undersigned who would be required to sign on the appointment letters, as is the case now.

*“Acting Secretary left the meeting.*

*J. Appointment of a Placement agency to identify Resource-Persons for various key positions*

*1. The COA was informed that BCCI had obtained quotations from four placement agencies for identification of resource-persons for various key positions of which the quotation of Korn ferry is the most competitive.*

*2. After discussion, the COA decided that **BCCI may proceed with the engagement of Korn Ferry for the present assignment**, until a policy for engagement of services and contractors is in place.”*

Being unaware of the process that the agency follows for shortlisting of candidates or whether any background check is undertaken with regard to the candidates, I trust that Korn Ferry must be undertaking a complete background check independent of the information provided by the concerned applicant. A simple search on the internet, revealed the following stories mentioning the candidate selected for the post, we are presently concerned with, regarding an article that the person authored, the content of which are for everyone to see. The links are being reproduced herein below:

<https://timesofindia.indiatimes.com/entertainment/hindi/bollywood/news/Dear-Deepika-our-point-of-view-/articleshow/43084705.cms>

<http://www.firstpost.com/living/dear-toi-its-2014-slut-shaming-deepika-padukone-over-her-cleavage-is-so-passe-1724023.html>

I am sure Korn Ferry must have researched this, dealt with this and informed you accordingly.

Besides, while your email had been marked to the other office bearers as advised by me on March 2, they are yet to send in their approval/observations. In the background stated above, will it still be considered unfair on my part to request that the present proposal be taken to the General Body either at the forthcoming Annual General Meeting or in a Special General Meeting convened for the purpose.

Regards,

Amitabh Choudhary.