



पावर ग्रिड कॉर्पोरेशन ऑफ इंडिया लिमिटेड  
(भारत सरकार का उद्यम)  
**POWER GRID CORPORATION OF INDIA LIMITED**  
(A Government of India Enterprise)

Advertisement No. CC/01/2023

Date: 09.01.2023

## Recruitment of HR Trainees through UGC NET December 2022

### POWER GRID CORPORATION OF INDIA LIMITED (POWERGRID)

A Maharatna Public Sector Enterprise under the Ministry of Power, Govt. of India and one of the largest Transmission Utilities in the World, is engaged in power transmission business with the mandate for planning, co-ordination, supervision and control over complete Inter-State Transmission System. POWERGRID operates around 1,73,791 circuit kms of transmission lines along with 270 Sub-stations (as on 31<sup>st</sup> December 2022) and wheels about 50% of total power generated in the country through its transmission network.

POWERGRID also owns and operates approximately 76,712 kms of Telecom Network, with points of presence in approx. 458 locations, points of Interconnections in 780 locations and intra-city network in 256 cities across India. POWERGRID, with its strong in-house expertise in various facets of Transmission, SubTransmission, Distribution and Telecom sectors also offers consultancy services at National and International level.

POWERGRID has been making profit since inception, having Gross Turnover of Rs. 42,697.90 Crores and Profit After Tax of Rs. 16,824.07 Crores (FY: 2021-22).

### Central Transmission Utility of India Limited (CTUIL)

CTUIL is presently a wholly owned subsidiary of Power Grid Corporation of India Limited. Incorporated on 28.12.2020, CTUIL is in the process of separation from Power Grid Corporation of India Limited. CTUIL shall function as an independent utility and shall be responsible for discharging functions of national importance in relation to its statutory functions under Section 38 of the Electricity Act, 2003 which inter alia includes to undertake transmission of electricity through Inter-State Transmission System (ISTS), to discharge all functions of planning & co-ordination related to ISTS and to provide non-discriminatory open access to the same. As a national utility, CTUIL shall be heavily invested in human capital thus contributing to the overall development & growth of power sector in India.

### Damodar Valley Corporation (DVC)

Damodar Valley Corporation (DVC), one of the premier power utilities under Ministry of Power, Govt. of India, came into existence on July 7, 1948, as the first multipurpose river valley project of independent India. DVC is a statutory body incorporated under the Damodar Valley Corporation Act (Act No. XIV of 1948) and is engaged in Thermal/Hydel Power Generation, Transmission & Distribution with its Headquarters located at Kolkata and various Plants/Stations of DVC situated across West Bengal and Jharkhand.

**POWERGRID, CTUIL and DVC are looking for bright, committed and energetic Officers to join their fold as ASSISTANT OFFICER TRAINEE (HR) / MANAGEMENT TRAINEE (HR).**

**POWERGRID is carrying out recruitment on behalf of CTUIL and DVC.**

**VACANCIES & RESERVATION**

Post ID	Post	Entity	Total	UR	EWS	OBC[NCL]	SC	ST	PwBD#
205	AOT (HR)	POWERGRID	27	13	02	07	04	01	02
206	AOT (HR)	CTUIL	03	03	--	--	--	--	--
207	MT (HR)	DVC	05	02	--	01 + 01 backlog	01	--	01

# Horizontal Reservation

**Reservation for Persons with Benchmark Disability (PwBD)**

The Reservation of Posts for PwBD and identification of posts for different sub categories of PwBD in Gr-A (as per Govt. of India notification) shall be as indicated below.

Entity	Post	Reservation#	PwBD Sub-categories identified suitable
POWERGRID	AOT (HR)	01 – HI – D/HH ; 01 – VI – B/LV	a) Blind, Low Vision b) Deaf, Hard of Hearing c) One Arm , Both Arms, One Leg, Both Legs , One Arm Leg , Cerebral Palsy , Leprosy Cured, Dwarfism, Acid Attack Victim, Muscular Dystrophy d) Mental illness, Autism and Learning disability e) Multiple Disabilities involving (a) to (d) above
CTUIL	AOT (HR)	--	
DVC	MT (HR)	01 – VI – B/LV	

#Horizontal Reservation

Category Abbreviations: HI = Hearing Impairment, VI = Visual Impairment, B=Blind, LV=Low Vision, D=Deaf, HH=Hard of Hearing

**ELIGIBILITY CRITERIA**

**a. Essential Qualification**

Two years full time Post Graduate Degree/ Diploma/ MBA in HR/ Personnel Management & Industrial Relations/ Social Work (with specialization in Personnel Management & Industrial Relations)/ HRM and Labour Relations/ Labour and Social Welfare from recognized University/ Institute with not less than 60% marks.

- i. Final Year / Semester students of academic year 2022-23, who expect their results by 14.08.2023 may also be considered eligible, provided they obtain minimum 60% marks or equivalent CGPA in aggregate of all semesters / years up to pre-final examination at the time of applying for any of the above posts. Their candidature shall be provisional and will

## Recruitment of HR Trainees through UGC NET December 2022

be considered for appointment in the event of selection, only if they meet all the eligibility criteria specified.

- ii. The Percentage of Marks in Essential Qualification shall be considered without rounding off.
- iii. For instruction on conversion of CGPA into percentage, refer to point 7 of “GENERAL INFORMATION AND INSTRUCTIONS”.

*Wherever specialization is mentioned, subjects in specialization required should have been part of the examination cleared and find mention in the final mark sheet / degree certificate or the specialization should be certified by the concerned University/ Institute attended / attending by the candidates. Similarly, in case when a candidate claims to have PG Degree/ PG Diploma/ MBA in an equivalent discipline, she/he shall necessarily have to submit marksheets indicating subjects studied and certificate from the institute. Candidates must have majority of papers from Human Resource Management. POWERGRID at its discretion shall decide the eligibility based on the courses studied/ opted by the candidates during their post-graduation study of the qualification.*

### b. Upper Age Limit

28 years as on 31.12.2022 (Candidates should have been born on or after 31.12.1994)

### c. Valid score in UGC NET December 2022

Candidates are required to appear in the below mentioned paper (code 55 as detailed below) of **UGC-National Eligibility Test (NET)-of December 2022** and secure at least 40% aggregate marks in both the papers (i.e. Paper I and Paper II) taken together (relaxed to at least 35% for candidates belonging to the reserved categories (i.e. SC, ST, OBC (NCL) & PwBD) wherever vacancy is reserved.

**NET (December 2022) Paper and Subject Code:** Labour Welfare/ Personnel Management/ Industrial Relations/ Labour & Social Welfare/ Human Resources Management (55)

## RELAXATIONS AND CONCESSIONS

1. Reservation/ relaxation/ concession to OBC (NCL)/ EWS/ SC/ ST/ PwBD/ Ex – SM/ Victims of Riots/ J&K Domicile shall be as per Government of India directives. **However, eligibility for UGC NET December 2022 is pre-requisite for applying to POWERGRID.**
2. Persons suffering from not less than 40% of the relevant disability shall only be eligible for the benefit under PwBD category. Persons claiming concessions/ relaxations/ reservation under PwBD category are required to upload their Disability certificate in the format prescribed by Government of India.
3. **Relaxation in Marks in Essential Qualification for SC & ST candidates:** Qualifying Marks in essential qualification is relaxed to 50%, wherever vacancy is reserved.
4. **Relaxation in Marks in Essential Qualification for PwBD - VI- B/ LV and HI – Deaf candidates:** Qualifying Marks in essential qualification is relaxed to 50%, wherever vacancy is reserved.

**5. Relaxation in Upper Age Limit:**

- a) For OBC(NCL) candidates : 3 years
- b) For SC/ ST candidates : 5 years
- c) For PwBD candidates : 10 years over and above applicable category relaxation
- d) J&K Domicile / Ex-Servicemen/ Victims of riots : As per Govt. of India directives

**6. Reservation/ Relaxation / Concession for SC & ST** will be subject to submission of relevant Caste Certificate in the prescribed format issued by a competent authority at the time of interview, if called for.

**7. Relaxation / Concession for J&K Domiciled / Ex-Servicemen/ Victims of riots** will be subject to submission of relevant Age relaxation cum Domicile certificate /Discharge certificate etc. in the prescribed format issued by a competent authority at the time of interview, if called for.

**8. Reservation and Relaxation for OBC (NCL)** will be subject to submission of **latest and valid** OBC (NCL) certificate in the format prescribed by the Govt. of India for “Appointment to posts under Govt. of India” from a competent authority at the time of interview, if called for. OBC (NCL) candidates should also submit NCL declaration in the format prescribed by the Govt. of India. The name of caste, community of the candidate must appear in the Central List of OBCs available on National Commission for Backward Classes (NCBC) website-[www.ncbc.nic.in](http://www.ncbc.nic.in).

**9. Reservation / Relaxation / Concession for Persons with Disability** is subject to submission of disability certificate in prescribed format issued by the Government Medical Board at the time of interview, if called for.

**10.** Candidates working in POWERGRID / CTUIL are advised to refer to internal circular of POWERGRID, before filling up the application.

**11.** Candidates working in DVC are advised to refer to internal circular of DVC, before filling up the application.

**12.** Internal candidates of POWERGRID / CTUIL and DVC shall be treated as internal candidate for applying for posts in their respective companies only. Further, trainees working in POWERGRID / CTUIL and DVC shall not be considered as Departmental Candidate.

**HOW TO APPLY**

1. The following information on “How to Apply” are applicable for POWERGRID, CTUIL and DVC aspirants.

2. Application for above positions is a two-stage process:

- a) **On-line Registration** for UGC-NET (December 2022 Examination) in paper code 55

- b) **On-line application** for vacancy notified for POWERGRID/CTUIL and DVC mentioning the UGC-NET Roll No.
3. Candidates are required to first go through the notification for UGC-NET December 2022 and apply for UGC-NET online. For detailed information on UGC-NET and online application form, candidates may log on to <https://ugcnet.nta.nic.in>
  4. The application process for UGC-NET December 2022 has started from 29.12.2022 and shall remain open till 17.01.2023.
  5. Candidates will be required to download their UGC-NET Admit card from the website <https://ugcnet.nta.nic.in>. and appear for the exam. **They will also have to retain print out of UGC-NET Application form, Attendance slip and Admit Card.** These documents will have the UGC-NET Roll No. of the candidate.
  6. As the examination is scheduled in February 2023, online application window shall open on POWERGRID website, after issue of UGC-NET Admit Cards as candidates shall be required to provide their UGC-NET roll number details while applying for POWERGRID.
  7. Tentatively, candidates have to register themselves online at POWERGRID website [www.powergrid.in](http://www.powergrid.in) with details of their UGC-NET Roll No. and other required information from 11.02.2023 onwards to 05.03.2023.

*(The dates for applying on POWERGRID website may change depending on availability of NET Roll No. on NET website in which case it shall be notified on POWERGRID website during the aforesaid period).*

8. **UGC-NET Roll No. as appearing on the NET December 2022 Admit Card need to be entered carefully in the online application form.** No other number should be entered as UGC- NET Roll No. while applying to POWERGRID. Please note that once your application is submitted, no request regarding change in NET Roll Number or Name shall be entertained.

**Enter your name and other details exactly as entered in your UGC NET December Admit Card.**

9. Online application shall have 03 options for candidates to choose from –
  - i. POWERGRID & CTUIL (Combined)
  - ii. DVC
  - iii. Both

Candidates can opt for either (i) POWERGRID & CTUIL (combined) or (ii) DVC or (iii) Both.

10. Fill up other details in the application very carefully. Please take care while filling out the email/ alternative email fields since all important communication shall be through emails only.
11. Candidates are required to upload their colour passport size photograph, signature and other relevant documents as per instructions given on the online application form. The photograph should be the same as used for UGC-NET Application. Read the instructions on online application form carefully before filling up the application.

## Recruitment of HR Trainees through UGC NET December 2022

12. Upon completion, the candidate should submit the online application by clicking the Submit button at the bottom of the page. If the same is accepted, the system will generate a unique Registration Number which shall appear on the generated application form/Resume.
13. If the candidate is not exempted from payment of application fees (only SC/ST/PwBD/ Ex-SM/ Departmental candidates are exempted), then he/she is required to login to candidate login section in Career Page of POWERGRID and then deposit non-refundable application fees of Rs. 500/- through online mode. **The application process will be treated as complete only on submission of application fees.**
14. The primary email ID entered by the candidate is the Login ID and the unique Registration Number generated is the password for logging in to POWERGRID Online application system.
15. Candidates should be careful while filling up the application form. In case of multiple applications, POWERGRID reserves the right to consider only the last registered application.
16. Candidates should take a print out of the completed application, and keep with her/ him safely for future reference.
17. **No hard copy of application is required to be sent to any address by post.**
18. In-complete applications / applications without application fees (if applicable) will be rejected.

### Method of Payment of Application fee (Non-refundable Rs. 500/-):

For detailed instructions regarding payment of application fee CLICK HERE (<https://www.powergrid.in/payment-information>). Candidates are requested to go through the instructions carefully and ensure payment of fees on time.

### IMPORTANT INSTRUCTIONS:

1. **If the candidate is called for GD and interview, her/ his identity would be verified with UGC NET December 2022 admit card and UGC NET Official Score Card. Therefore, candidates are requested to retain their UGC-NET December 2022 application copy, admit card and score card with them.**
2. Candidates shall be required to bring a valid photo ID to the interview. Photocopies of the original identification document shall not be acceptable. Candidates **will not be permitted** to appear for the group discussion and interview if original and valid photo identification is not presented along with the UGC NET December 2022 admit card and score card.



**SELECTION PROCESS**

The Selection Process consists of marks obtained (out of 100) in the **Labour Welfare/Personnel Management/Industrial Relations/ Labour and Social Welfare/Human Resource Management** paper (paper code 55) of UGC NET December 2022, Group Discussion, Behavioral Assessment & Personal Interview.

Eligible candidates will have to appear and obtain minimum marks i.e. aggregate 40% in both papers combined (relaxed to 35% for reserved categories) as per UGC NET criteria of minimum marks in the notified paper (i.e. Paper code 55) of UGC NET December 2022 shall only be eligible to be considered for the next stage of selection subject to meeting the eligibility criteria prescribed by POWERGRID.

**Qualifying criteria in UGC NET December 2022 for AOT (HR) in POWERGRID / CTUIL and MT (HR) for DVC shall be as per the standards set by UGC-NET conducting authority, i.e. obtain minimum marks as prescribed by UGC NET.**

Qualified candidates shall be short-listed category-wise for Group Discussion & Personal Interview based on their **total marks out of 100** (aggregate of paper 1 and paper 2) in UGC NET December 2022, in the above-mentioned paper and as per the criteria decided by management.

Candidates shall obtain information about their status through their candidate login at the POWERGRID Online Application System. Shortlisted candidates shall be able to download their interview call letter and other relevant documents through the candidate login.

Candidates shortlisted for the Group Discussion, Behavioural Assessment and Interview shall be required to bring the documents as mentioned in their interview call letter. Candidates must qualify in the Personal Interview in order to be considered for empanelment.

The qualifying % in interview for different categories are as mentioned below:

Category	Qualifying % in Interview
Un-Reserved / EWS	40%
OBC (NCL) / SC / ST / PwBD (for reserved sub-categories) – wherever vacancies are reserved	30%

Group discussion will not have any Qualifying Marks.

**Weightage of Different Parameters**

For calculation of final score of a candidate for empanelment, the weightages of marks obtained in UGC-NET December 2022, Group Discussion and Interview shall be as indicated below:

NET - 2022 Marks (aggregate out of 100)	85%
Group Discussion	3%
Personal Interview	12%

**Empanelment of Candidates:**

**Please note that only UGC – NET of December 2022 (to be conducted from 21<sup>st</sup> February 2023 to 10<sup>th</sup> March 2023) score is valid for this recruitment process. NET score of July 2022 or prior is not valid. Candidates, who are willing to apply, will have to apply and appear for UGC NET December 2022 even if they are previously qualified in NET.**

Candidates who qualify in the Personal Interview will only be adjudged suitable for empanelment. Therefore, it is again reiterated that candidates will have to qualify in UGC- NET December 2022, i.e. obtain minimum prescribed marks and qualify in Personal Interview separately in order to be considered eligible for empanelment.

**For POWERGRID & CTUIL –**

Empanelment shall be done on the basis of total vacancies and not separately for POWERGRID & CTUIL. Operation of panel shall be done on the basis of option / preference exercised by the candidate at the time of applying.

The Offer of Appointment shall be issued to the suitable candidates in the order of category wise merit and based on the required number of vacancies.

Once a candidate gets offer from either POWERGRID / CTUIL, her/his candidature for other organization i.e. POWERGRID / CTUIL may automatically be treated as cancelled, even if she/he declines the offer/ does not join the organization. The Offer is issued to the candidate for POWERGRID / CTUIL (as applicable), on the basis of number of vacancies and rank in overall merit. The offer issued shall be withdrawn and cancelled in case the candidate does not wish to join POWERGRID / CTUIL (as applicable) or decline the offer. No request for change of organization shall be entertained.

Selected candidates shall be notified through their login in online application system.

**For DVC –**

Empanelment for DVC shall be done separately and the panel shall be operated by DVC. The Offer of Appointment shall be issued by DVC to the suitable candidates in the order of merit and based on the required number of vacancies.

**HEALTH**

Applicants should have sound health. Appointment of selected candidates will be subject to their being found medically fit in the Pre-Employment Medical Examination to be conducted as per POWERGRID Norms and Standards of Medical Fitness.



**For joining in POWERGRID & CTUIL**, no relaxation in Medical Norms is allowed. For details of POWERGRID standards on medical fitness, please visit career section of our website: [https://www.powergrid.in/sites/default/files/inline-files/Standards\\_for\\_Medical\\_Fitness.pdf](https://www.powergrid.in/sites/default/files/inline-files/Standards_for_Medical_Fitness.pdf) .

**For DVC –** Before joining, candidates will have to undergo Pre-Employment Medical Examination by the DVC Medical Board and the decision of the Board will be final and binding. No relaxation in health standards is allowed.

### COMPENSATION PACKAGE

#### **POWERGRID / CTUIL –**

Corporations offer a very attractive pay package and are one of the best in the Industry. Selected candidates will be placed in the pay scale of INR 40,000/- -3%- 1,40,000(IDA) during the one-year training period. They shall be paid stipend in the form of Basic Pay of INR 40,000/- along with IDA, HRA and Perks @12% of basic pay during training period.

On successful completion of training and upon regularization, the candidate will be absorbed as Officer in E2 scale - INR 50,000/- 3%- 1,60,000/- (IDA). On regularization, Compensation package includes Basic Pay, Dearness Allowance, Perquisites and Allowance as per cafeteria approach, Performance Related Pay, Company Leased Accommodation / Company Quarters or HRA, Reimbursement of monthly conveyance expenditure, mobile facility reimbursement, laptop facility, PF, Gratuity, Pension & Leave encashment, Group Insurance, Group Personal Accident Insurance, etc.

Corporations also offer excellent facilities like Short- and Long-term Loans & Advances in subsidized rates including House Building Advance, Medical facilities for self and dependents, etc. to its regular employees in accordance with the policies of the organization from time to time.

#### **DVC –**

**Selected candidates will be placed in the Pay Scale of INR 56,100/- to 1,77,500/- in Pay Matrix Level 10 of Government of India (as per 7<sup>th</sup> CPC) during the one-year probation period.**

On successful completion of the probation period, the candidates will be absorbed as Assistant Director on the same scale. On regularization, the compensation package includes Basic Pay, Central Dearness Allowance (CDA), Medical Reimbursement, Leave Travel Allowance, NPS, Conveyance Allowance, Leave Encashment and HRA etc. admissible as per Corporation rule in force from time to time.

### SERVICE AGREEMENT BOND

The selected candidates for the above posts will be required to execute a service agreement bond to successfully complete the prescribed training period and thereafter serve the organization for at least three years.

The amount of the bond is INR 5,00,000/- for General/OBC (NCL)/ EWS candidates and INR 2,50,000/- for SC/ST/PwBD candidates.

### GENERAL INFORMATION AND INSTRUCTIONS

1. Only Indian Nationals of age 18 years or above are eligible to apply for POWERGRID.
2. Before applying, the candidate should ensure that he / she fulfils the eligibility criteria and other norms mentioned in this advertisement.
3. Essential qualification should be recognized in India and from a recognized Institution or University.
4. In case of qualification acquired from foreign Institute/ University, the same may be treated at par with qualification offered by Indian Institutes/ Universities provided the candidates are able to produce equivalency certificate for such qualification from Association of India University (AIU).
5. Date of issuance of final year / semester mark sheet shall be taken as the date of acquiring qualification.
6. Percentage of marks must be indicated in the application form as per norms adopted by University / Institute.
7. Percentage of marks obtained by the candidate in the essential qualification shall be calculated based on the practice followed by the university/institution from where the candidate has obtained the degree/diploma. In case the candidates are awarded grades/CGPA instead of marks, the conversion of grades/CGPA to percentage of marks shall be based on the procedure certified by the university/ institution from where they have obtained the master's degree/diploma.

In case the university/ institution does not have any scheme for converting CGPA into equivalent marks, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result with 100.

8. As per the notification issued for UGC-NET- December 2022, the maximum permissible age prescribed is 30 years as on 01.02.2023 for Junior Research Fellowship (JRF), while there is no upper age limit for Assistant Professor. **In the instant recruitment, the maximum age is 28 years (for Un-Reserved / EWS vacancy) as on 31.12.2022. Candidates should apply accordingly.**

9. Candidates working in Govt. / PSU are required to produce “No Objection Certificate” at the time of Interview.
10. Candidates claiming reservation under OBC (NCL)/EWS should belong to respective category as on last date of online submission of application and must possess valid OBC (NCL)/EWS Certificate as on the last date of submission of online application.
11. Candidates selected in POWERGRID are liable to be posted anywhere in India and Abroad.
12. For any queries regarding this recruitment please send email to [recruitment@powergrid.co.in](mailto:recruitment@powergrid.co.in) with “AOT(HR) / MT (HR) - <Subject> ” in the subject line. Candidates are required to add this email-id to their address book in order to avoid any email communication gap.
13. No correspondence regarding this recruitment made in Complaint Management System of POWERGRID, will be entertained.
14. Legal jurisdiction will be NCT of Delhi in case of any cause / dispute.
15. Candidature is liable to be rejected at any stage of recruitment/ selection process or after joining, if any information provided by the candidate is not found in conformity with the eligibility criteria notified or if POWERGRID comes across any evidence/knowledge that the qualification, experience and any other particulars indicated in application/other forms/formats are not recognized/ false/ misleading and / or amounts to suppression of information/particulars which should have been brought to the notice of POWERGRID.
16. Mere appearance in UGC-NET December 2022 or submission of application to POWERGRID does not guarantee the adequacy of candidature for being considered for further selection process.
17. Management reserves the right to cancel / restrict /enlarge / modify / alter the recruitment/ selection process, if need so arises, without issuing any further notice or assigning any reason thereafter. Vacancies may vary depending on requirement.
18. In order to avoid last minute rush, the candidates are advised to apply early enough. POWERGRID/ CTUIL will not be responsible for network problems or any other problem in submission of online application.
19. Complaints attributable to the incompatibility of the Client Systems, ignorance of users, non-availability of internet connectivity or any other aspects beyond the direct control of POWERGRID employees or systems will not be entertained.
20. All information regarding this recruitment process would be made available in the career section of POWERGRID website only. Applicants are advised to check the web site periodically for important updates. Once registered for POWERGRID, all correspondences shall be made through their registered e-mail ID or candidate login only.

## Recruitment of HR Trainees through UGC NET December 2022

### IMPORTANT DATES

UGC NET 2022	Start Date for applying for UGC-NET (2022)	29.12.2022
	Last date for applying for UGC-NET (2022)	17.01.2023
	UGC-NET Examination	21.02.23 – 10.03.23
	For further details visit Website : <a href="http://ugcnet.nta.nic.in">http://ugcnet.nta.nic.in</a>	
POWERGRID Application	Commencement of Online Submission of Application to POWERGRID (Tentative)	11.02.23
	Last date for Online submission of Application to POWERGRID (Tentative)	05.03.23
	(The dates for applying to POWERGRID may change slightly depending on issuance of Admit Card by NTA for UGC-NET-December-2022.Any change in the date, in this regard, shall be notified separately).	
Cut-Off date for upper age	31.12.2022	

Disclaimer with regards to DVC recruitment -

Every effort has been made to provide information that is current and accurate. The information contained in this advertisement/website has been supplied to Power Grid Corporation of India Limited by Damodar Valley Corporation (DVC). Power Grid Corporation of India Limited takes no responsibility for matters arising from changed circumstances or other information or material which may affect the currency or accuracy of information on this site. In no event shall Power Grid Corporation of India Limited be liable for any direct, indirect incidental, special or consequential damages however caused and on any theory of liability, whether in contract, strict liability, or tort (including negligence or otherwise) arising in any way from the use or inability to use the site and/or any other websites which are linked to this site. This disclaimer of liability applies to any damages or injuries, including but not limited to those caused by any failure of performance, error, omission, interruption, deletion, defect, delay in operation or transmission, computer virus, communication line failure, theft or destruction or unauthorized access to, alteration of, or use of record, whether for breach of contract, tortious behavior, negligence or any other cause of action.

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