

Key Result Area (KRA)

Employee Code 00630564 Employee Name Mr. Gnanesh Kumsimutt Band VI

Designation AGM - SOLUTION ARCHITECT Department Business Development - Pvt. Project/Location Head Office

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 08-11-2024 KRA Approved On 10-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	Order booked: Net New India as per Annual Plan or revised target (A)	10.00	Quarterly service targets to be achieved as below - Rs.12.00 crs For Q1 = INR. 02.00 crs Q2 = INR. 03.00 crs Q3 = INR. 05.00 crs Q4 = INR. 02.00 crs	Cr	12
2	Order booked: Net New India as per Annual Plan or revised target (B)	2.50	PO / Contract should be signed within 3 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects.	Weeks	4 & 3
3	Order booked: Net New India as per Annual Plan or revised target (C)	10.00	Estimated contribution of >=45%	%	>=45%
4	Order booked: Net New India as per Annual Plan or revised target (D)	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%
5	Order booked: Existing Customer-India as per Annual Plan or revised target (A)	5.00	Quarterly service targets to be achieved as below - Rs.7.00 crs For Q1 = INR. 01.50 crs Q2 = INR. 02.00 crs Q3 = INR. 02.00 crs Q4 = INR. 01.50 crs	Cr	7.00

REVIEWEE Name Mr. Gnanesh Kumsimutt Date 08-11-2024 07:26:31 PM	REVIEWER Name Mr. Snehal Kumbhar Date 10-11-2024 10:17:58 PM	FINAL REVIEWER Name Mr. Upagupta Patnaik Date 10-11-2024 11:10:24 PM
--	---	---

Key Result Area (KRA)

Employee Code 00630564 Employee Name Mr. Gnanesh Kumsimutt Band VI

Designation AGM - SOLUTION ARCHITECT Department Business Development - Pvt. Project/Location Head Office

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 08-11-2024 KRA Approved On 10-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	Order booked: Existing Customer-India as per Annual Plan or revised target (B)	2.50	Estimated contribution of >=45%	Weeks	3
7	Order booked: Existing Customer-India as per Annual Plan or revised target (C)	2.50	Budget should not exceed final effort estimate for 95% of the cases.	Factor	>=2.5
8	Order booked: Net New ME as per Annual Plan or revised target (A)	10.00	Quarterly service targets to be achieved as below - Rs.6.00 crs For Q1 = INR. 01.00 crs Q2 = INR. 02.00 crs Q3 = INR. 02.00 crs Q4 = INR. 01.00 crs	Cr	6
9	Order booked: Net New ME as per Annual Plan or revised target (B)	7.50	Estimated contribution of >=50%	%	>= 50%
10	Order booked: Net New ME as per Annual Plan or revised target (C)	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%

REVIEWEE Name Mr. Gnanesh Kumsimutt Date 08-11-2024 07:26:31 PM	REVIEWER Name Mr. Snehal Kumbhar Date 10-11-2024 10:17:58 PM	FINAL REVIEWER Name Mr. Upagupta Patnaik Date 10-11-2024 11:10:24 PM
--	---	---

Key Result Area (KRA)

Employee Code 00630564 Employee Name Mr. Gnanesh Kumsimutt Band VI

Designation AGM - SOLUTION ARCHITECT Department Business Development - Pvt. Project/Location Head Office

Period 2024-2025 From Date 01-04-2024 To Date 31-03-2025

KRA Submittd On 08-11-2024 KRA Approved On 10-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
11	Order booked: Licence India as per Annual Plan or revised target	15.00	Quarterly margin amount targets to be achieved as below - Rs.10.00 crs. For Q1 = INR. 01.00 crs Q2 = INR. 03.00 crs Q3 = INR. 04.00 crs Q4 = INR. 02.00 crs	Cr	10
12	Order booked: (A) New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	7.50	Quarterly service targets to be achieved as below - Rs.02.00 crs . For Q1 = INR. 00.50 crs Q2 = INR. 00.50 crs Q3 = INR. 00.50 crs Q4 = INR. 00.50 crs	Cr	2
13	Order booked: (B) New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	PO / Contract signing within 5 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for Global projects. PO / Contract should be signed within 4 weeks of LOI and certainly 1 week before Project Start /Kickoff Date whichever is earlier for India projects.	Weeks	4 & 3
14	Order booked: (C) New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	Estimated contribution of >=40% for India and 45% for other geographies	%	>=40%for India &45%for other G

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Gnanesh Kumsimutt	Name Mr. Snehal Kumbhar	Name Mr. Upagupta Patnaik
Date 08-11-2024 07:26:31 PM	Date 10-11-2024 10:17:58 PM	Date 10-11-2024 11:10:24 PM

Key Result Area (KRA)

Employee Code 00630564 **Employee Name** Mr. Gnanesh Kumsimutt **Band** VI
Designation AGM - SOLUTION ARCHITECT **Department** Business Development - Pvt. **Project/Location** Head Office
Period 2024-2025 **From Date** 01-04-2024 **To Date** 31-03-2025
KRA Submittd On 08-11-2024 **KRA Approved On** 10-11-2024

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
15	Order booked: (D) New Technology- RPA, SF, Ariba, Mobility, Vendor Portal, VIM , AI, Joule as per Annual Plan or revised target	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%
16	Special Assignment (A)	10.00	Upskilling on CPM / Cloud for projects / Ariba / SF / other technologies and ensuring joint delivery in at least 1 project	No's	Minimum 01 Project win
17	Special Assignment (B)	5.00	Role of SME	LS	As per the feedback from HD
	Total	100.00			

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Gnanesh Kumsimutt	Name Mr. Snehal Kumbhar	Name Mr. Upagupta Patnaik
Date 08-11-2024 07:26:31 PM	Date 10-11-2024 10:17:58 PM	Date 10-11-2024 11:10:24 PM