

## Key Result Area (KRA)

Employee Code	00630741	Employee Name	Mr. Snehal Kumbhar	Band	IXB
Designation	VP - HEAD SOLUTION ARCHITECT	Department	Business Development - Pvt.	Project/Location	Head Office - Navi Mumbai (HO)
Period	2024-2025	From Date	01-04-2024	To Date	31-03-2025
KRA Submittd On	24-10-2024	KRA Approved On	26-10-2024		

Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
1	1.1 Order booked: Net New India as per Annual Plan or revised target	10.00	Quarterly service targets to be achieved as below - Rs.22.00 crs For Q1 = INR. 04.00 crs Q2 = INR. 07.00 crs Q3 = INR. 07.00 crs Q4 = INR. 04.00 crs	Cr	22
2	1.2 Order booked: Net New India as per Annual Plan or revised target	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 to 3
3	1.3 Order booked: Net New India as per Annual Plan or revised target	10.00	Estimated contribution of >=45%	%	>=45%
4	1.4 Order booked: Net New India as per Annual Plan or revised target	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%
5	2.1 Order booked: Existing Customer-India as per Annual Plan or revised target	5.00	Quarterly service targets to be achieved as below - Rs.12.00 crs For Q1 = INR. 02.00 crs Q2 = INR. 04.00 crs Q3 = INR. 04.00 crs Q4 = INR. 02.00 crs	Cr	12

REVIEWEE	REVIEWER	FINAL REVIEWER
Name Mr. Snehal Kumbhar	Name Mr. Upagupta Patnaik	Name Mr. Upagupta Patnaik
Date 24-10-2024 05:50:41 PM	Date 26-10-2024 06:06:25 AM	Date 26-10-2024 06:06:25 AM

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
6	2.2 Order booked: Existing Customer-India as per Annual Plan or revised target	2.50	Estimated contribution of >=45%	Weeks	3
7	2.3 Order booked: Existing Customer-India as per Annual Plan or revised target	2.50	Budget should not exceed final effort estimate for 95% of the cases.	Factor	>=2.5
8	3.1 Order booked: Net New ME as per Annual Plan or revised target	10.00	Quarterly service targets to be achieved as below - Rs.10.00 crs For Q1 = INR. 02.00 crs Q2 = INR. 03.00 crs Q3 = INR. 03.00 crs Q4 = INR. 02.00 crs	Cr	10
9	3.2 Order booked: Net New ME as per Annual Plan or revised target	7.50	Estimated contribution of >=50%	%	>= 50%
10	3.3 Order booked: Net New ME as per Annual Plan or revised target	2.50	Budget should not exceed final effort estimate for 95% of the cases.	%	95%

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Sr.No	Goal Title	Weightage	Measurement Details	Unit	Quantity
11	4.1 Order booked:  Licence India as per Annual Plan or revised target	15.00	Quarterly margin amount targets to be achieved as below - Rs.17.00 crs. For Q1 = INR. 02.00 crs Q2 = INR. 05.00 crs Q3 = INR. 08.00 crs Q4 = INR. 02.00 crs	Cr	17
12	5.1 Order booked:  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.04.00 crs . For Q1 = INR. 00.50 crs Q2 = INR. 01.50 crs Q3 = INR. 01.50 crs Q4 = INR. 00.50 crs	Cr	4
13	5.2 Order booked:  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 to 3
14	5.3 Order booked:  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% India & 45% for other

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<b>Name</b> Mr. Snehal Kumbhar	<b>Name</b> Mr. Upagupta Patnaik	<b>Name</b> Mr. Upagupta Patnaik
<b>Date</b> 24-10-2024 05:50:41 PM	<b>Date</b> 26-10-2024 06:06:25 AM	<b>Date</b> 26-10-2024 06:06:25 AM

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15	5.4 Order booked:  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	6.1: Special Assignement	10.00	Opening a new Geography beyond ME & India and winning One Project	No's	Minimum 01 Project win
17	6.2: Special Assignement	5.00	Role of SME	LS	As per the feedback from DH
	Total	100.00			

### REVIEWEE

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**Date** 24-10-2024 05:50:41 PM

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