



KPI SUBMISSION STATUS REPORT

Quarter: Q4-2025

Report Summary

Total Employees Reviewed: 31
Submission Rate: 64.5%
Employees with Submitted KPIs: 20
Employees Pending Submission: 11

Report Details:

Generated: 12/9/2025, 3:52:40 AM

Departments Covered: 4

Status: Official Report

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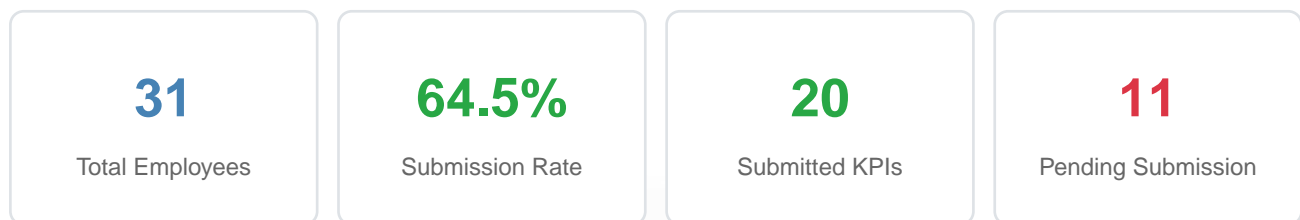




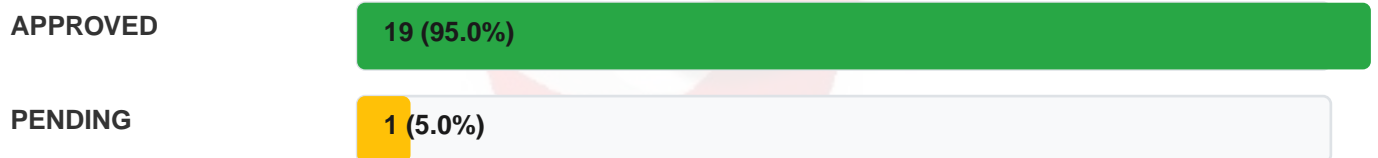
Executive Summary

This report provides a comprehensive analysis of KPI submission status for Q4-2025.

Key Performance Indicators



KPI Approval Status Breakdown





Department Performance Overview

Technical	23	12	11	1	0	52.2%
Business Development & Supply Chain	4	4	4	0	0	100.0%
HR & Admin	3	3	3	0	0	100.0%
supply_chain	1	1	1	0	0	100.0%





5. Carmel Dafny

APPROVED

Email: carmel.dafny@gratoglobal.com

Total KPIs: 11

Department: HR & Admin

Weight: 100%

Position: Receptionist

1. Mr. E. I Kelvin

APPROVED

6. Esther Lum

APPROVED

Email: esther.lum@gratoglobal.com

Total KPIs: 11

Department: HR & Admin

Weight: 100%

Position: HR Assistant

2. Mr. Lukong Lambert

APPROVED

7. Mrs. Bruiline Tsitoh

APPROVED

Email: bruiline.tsitoh@gratoglobal.com

Total KPIs: 7

Department: HR & Admin

Weight: 100%

Position: HR & Admin Head

3. Ms. Christabel Mangwi

APPROVED

8. Danick Djiyap

APPROVED

Email: djiyap.danick@gratoglobal.com

Total KPIs: 4

Department: Technical

Weight: 100%

Position: Field Technician

4. Ms. Ranibell Mambo

APPROVED

Email: ranibellmambo@gratoengineering.com Total KPIs: 13

Department: Business Development & Supply Chain Weight: 100%

Position: Finance Officer



9. Ervine Mbezele

APPROVED

Email: ervine.mbezele@gratoglobal.com

Total KPIs: 4

Department: Technical

Weight: 100%

Position: NOC Operator

10. Junior Mukudi

APPROVED

Email: junior.mukudi@gratoglobal.com

Total KPIs: 4

Department: Technical

Weight: 100%

Position: NOC Operator

11. Mr. Bemba Essack

APPROVED

Email: bemba.essack@gratoglobal.com

Total KPIs: 6

Department: Technical

Weight: 100%

Position: Data Collector

12. Mr. Didier Oyong

APPROVED

Email: didier.oyong@gratoengineering.com

Total KPIs: 7

Department: Technical

Weight: 100%

Position: Technical Director



13. Mr. Joel Wamba

APPROVED

Email: joel@gratoengineering.com

Total KPIs: 6

Department: Technical

Weight: 100%

Position: Project Manager

14. Mr. Kevin Minka

APPROVED

Email: minka.kevin@gratoglobal.com

Total KPIs: 6

Department: Technical

Weight: 100%

Position: Diesel Coordinator

15. Mr. Rodrigue Nono

APPROVED

Email: rodrigue.nono@gratoglobal.com

Total KPIs: 6

Department: Technical

Weight: 100%

Position: NOC Coordinator

16. Mr. Yerla Ivo

APPROVED

Email: yerla.ivo@gratoengineering.com

Total KPIs: 5

Department: Technical

Weight: 100%

Position: Head of Refurbishment



17. Wilfried Kamegni

APPROVED

Email: kamegni.wilfried@gratoglobal.com

Total KPIs: 4

Department: Technical

Weight: 100%

Position: NOC Operator

18. Yves Yossa

APPROVED

Email: yossa.yves@gratoglobal.com

Total KPIs: 4

Department: Technical

Weight: 100%

Position: NOC Operator

19. Mr. Pryde Mua

APPROVED

Email: pryde.mua@gratoglobal.com

Total KPIs: 14

Department: supply_chain

Weight: 100%

Position: Warehouse Coordinator/Buyer

Pending Review (1)

1. Mr. Ovo Bechem

PENDING

Email: bechem.mbu@gratoglobal.com

Total KPIs: 6

Department: Technical

Weight: 100%

Position: HSE Coordinator



& Employees Without KPI Submissions (11)

Ø=ÜÁ Technical (11 employees)



1. Alioum Moussa

Email: alioum.moussa@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



2. Berthin DEFFO

Email: mba.berthin@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



3. Boris Kamgang

Email: kamgang.junior@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



4. Djackba Marcel

Email: djackba.marcel@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



5. EDIDIE François

Email: dedidie.francois@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



6. Felix Tientcheu

Email: felix.tientcheu@gratoglobal.com

Position: Site Supervisor

Role: technical

ACTION REQUIRED



7. Joseph TAYOU

Email: joseph.tayou@gratoglobal.com

Position: Site Supervisor

Role: technical

ACTION REQUIRED



8. Kenfack Jacques

Email: kenfack.jacques@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



9. Mr. Pascal Assam

Email: pascal.rodrique@gratoglobal.com

Position: Operations Manager

Role: technical

ACTION REQUIRED



10. Paul EM Nyomb

Email: paul.nyomb@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



11. Ulrich MOUMI

Email: ulrich.vitrant@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED



Recommendations & Action Items

HIGH PRIORITY: Immediate Follow-up Required

1. 11 employees have not submitted KPIs
2. Schedule one-on-one meetings with non-compliant employees
3. Escalate repeated non-compliance to department heads

MEDIUM PRIORITY: Review and Approval Process

1. 1 KPIs pending review
2. Provide feedback on rejected KPIs within 48 hours
3. Ensure supervisors are trained on KPI evaluation criteria