



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:

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Departments Covered: 4 This report is confidential and intended for internal management use only.
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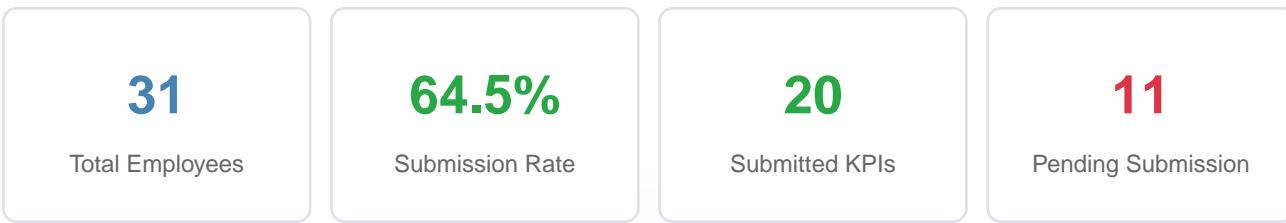
1. Executive Summary
2. Department Performance Overview
3. Detailed KPI Submission Analysis
4. Recommendations and Action Items



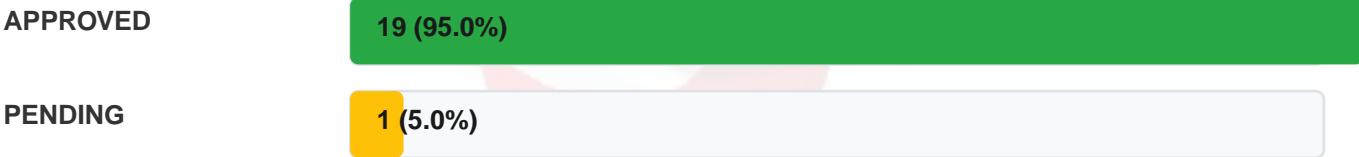
Executive Summary

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

Key Performance Indicators



KPI Approval Status Breakdown





Department Performance Overview

Department	KPI 1	KPI 2	KPI 3	KPI 4	KPI 5	Overall Status
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
Department: HR & Admin
Position: Receptionist

Total KPIs: 11
Weight: 100%

1. Mr. E. I Kelvin**APPROVED****6. Esther Lum****APPROVED**

Email: esther.lum@gratoglobal.com
Department: HR & Admin
Position: HR Assistant

Total KPIs: 11
Weight: 100%

2. Mr. Lukong Lambert**APPROVED****7. Mrs. Bruiline Tsitoh****APPROVED**

Email: bruiline.tsitoh@gratoglobal.com
Department: HR & Admin
Position: HR & Admin Head

Total KPIs: 7
Weight: 100%

3. Ms. Christabel Mangwi**APPROVED****8. Danick Djiyap****APPROVED**

Email: djiyap.danick@gratoglobal.com
Department: Technical
Position: Field Technician

Total KPIs: 4
Weight: 100%

4. Ms. Ranibell Mambo**APPROVED**

Email: ranibellmambo@gratoengineering.com
Department: Business Development & Supply Chain
Position: Finance Officer

Total KPIs: 13
Weight: 100%

**9. Ervine Mbezele****APPROVED**

Email: ervine.mbezele@gratoglobal.com
Department: Technical
Position: NOC Operator

Total KPIs: 4
Weight: 100%

10. Junior Mukudi**APPROVED**

Email: junior.mukudi@gratoglobal.com
Department: Technical
Position: NOC Operator

Total KPIs: 4
Weight: 100%

11. Mr. Bemba Essack**APPROVED**

Email: bemba.essack@gratoglobal.com
Department: Technical
Position: Data Collector

Total KPIs: 6
Weight: 100%

12. Mr. Didier Oyong**APPROVED**

Email: didier.oyong@gratoengineering.com
Department: Technical
Position: Technical Director

Total KPIs: 7
Weight: 100%

**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:** verla.ivo@gratoengineering.com**Total KPIs:** 5**Department:** Technical**Weight:** 100%**Position:** Head of Refurbishment

**17. Wilfried Kamegni****APPROVED**

Email: kamegni.wilfried@gratoglobal.com
Department: Technical
Position: NOC Operator

Total KPIs: 4
Weight: 100%

18. Yves Yossa**APPROVED**

Email: yossa.yves@gratoglobal.com
Department: Technical
Position: NOC Operator

Total KPIs: 4
Weight: 100%

19. Mr. Pryde Mua**APPROVED**

Email: pryde.mua@gratoglobal.com
Department: supply_chain
Position: Warehouse Coordinator/Buyer

Total KPIs: 14
Weight: 100%

Pending Review (1)**1. Mr. Ovo Bechem****PENDING**

Email: bechem.mbu@gratoglobal.com
Department: Technical
Position: HSE Coordinator

Total KPIs: 6
Weight: 100%



& 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



KPI Management System

Report Period: Q4-2025

Generated: 12/9/2025

Missing Submissions

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7. Joseph TAYOU

Email: joseph.tayou@gratoglobal.com

Position: Site Supervisor

Role: technical

ACTION REQUIRED

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8. Kenfack Jacques

Email: kenfack.jacques@gratoglobal.com

Position: Field Technician

Role: employee

ACTION REQUIRED

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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

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11. Urich MOUMI

Email: ulrich.vitrand@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