PERFORMANCE REVIEW LETTER

H1'23

To,

undefined

Date : 31st Aug 2023

Overall Performance : Good+

We are pleased to extend this performance letter for your commitment towards our mission to achieve Same-Day Delivery in India. You have performed with utmost **Ownership** and have raised the bar to work backwards to meet the customer needs.

We truly believe in challenging the status quo of the eCommerce brands. The way to do this is by building scalable technology, low-cost infrastructure & easy to use products that we're proud to recommend to our friends & family.

Market is changing rapidly, that means the user behavior is also changing. The only way to win in this rapidly changing environment is by consistently innovating & solving the problems of our customers.

Since inception we've worked upon numerous products & Same-Day Delivery is the one of the few products that we're proud of & believe that we'll innovate & further launch new products. The larger impact would touch 10,000+ brands by enabling them faster deliveries & empowering 10,000+ micro-entrepreneurs (franchises) providing livelihood to 1,00,000+ delivery partners.

Let's be the most customer centric company on this earth.

Mayank Varshney

Co-founder & CEO,

Blitz

blitz

SELF EVALUATION RESULTS:

	Customer Obsession	Bias for Action	Ownership	Insisting on Highest Standards	Cumulative
Self	1	1	1	1	1.00
Peer Rating	3.33	4.00	4.33	4.00	3.92

Performance Rating Index

Rating	Meaning	Performance Bonus %
1.0	Poor	0.0%
2.0	Improvement	0.0%
3.0	Good	10.0%
3.5	Good+	12.5%
4.0	Great	15.0%
4.5	Great+	17.5%
5.0	Outstanding	20.0%

Self Responses:

How would you rate yourself on "Customer Obsession"?

★

How would you rate yourself on their "Bias for Action"

★

How would you rate yourself on "Insisting on Highest Standards?"

★

How would you rate yourself on "Ownership"

★

Peer Responses:

How would you rate the team member on "Customer Obsession"?

hi: ★★★

hi: ★★★

---

undefined: ★★★★

Highlight a few instances of why you gave the team member a particular rating in "Customer Obsession"

undefined: Akarsh can start by spending more time with KAM team and gain insights from them

How would you rate the team member on their "Bias for Action"

hi: ★★★★

hi: ★★★

undefined: ★★★★★

Highlight a few instances of why you gave the team member a particular rating in "Bias For Action"

undefined: Akarsh has executed many projects across many microservices well. He needs to continue this and gain an even higher level of understanding to be able to help & lead everyone.

How would you rate the team member on "Insisting on Highest Standards"

hi: ★★★★

hi: ★★★★

undefined: ★★★★

Highlight a few instances of why you gave the team member a particular rating on "Insisting on Highest Standards".

undefined: - More focus on getting things "First Time Right" and also insisting on the same from others.

How would you rate the team member on "Ownership"

hi: ★★★★

hi: ★★★★

undefined: ★★★★★

Highlight a few instances of why you gave the team member a particular rating on "Ownership"

undefined: Has contributed to many projects and is applying himself to problems well.

What should this person do differently?

> hi: Full of ideas and knowlede , can bring more on the table . Way of communication is good , always keep things clear

> hi: Better understanding of the problem what is being solved. More speed in execution by managing his time better and not getting bogged down by small and trivial things.

> undefined: - Focus on gettings things first time right - atleast functionally. This will greatly benefit in the long run as the products that you have launched will only require improvements and additions and wont hold you back in the next project