



# 2021 Annual Performance and Rewards

**Abhay Joshi**

## Employee Information:

**Position:** Assistant Manager - Sales Capabilities  
**Manager:** Rahul Bandekar

## F21 Performance Tier Rating

+ Higher than Most Peers

## Manager Evaluation:

F21 had been an exceptional year for Abhay with an impact visible through both the What & How by delivering superior results against priorities with significant impact. He lead & managed GIC Canada SRM team driving strong partnership with the stakeholders in Canada.

Project Bullseye and Connected Data had been two major initiatives for business this year and Abhay ensured great progress and success on both the initiatives with a lot of positive appreciation & feedback from stakeholders. He also ensured delivery of Shipment forecast through Ridhima by mentoring and guiding her to get the best approach & model delivered. With the change in role in 2nd Half, Abhay showcased exemplary leadership skills in taking up additional responsibilities for projects, team management & stakeholder management. Being diligent, a strong multitasker, a good collaborator, positive attitude are strength areas for Abhay that has positively impacted our ability to deliver results in F21.

For coming years, Abhay should continue to focus on effective communication by bringing more structure and clarity in thoughts as the same was even echoed by his peers and team. As a leader he can bring in more authority in his conversations, continue to share regular developmental feedback to his team and create more bonding within the team through some innovative ways & initiatives.

## Employee Self-Evaluation:

### Shipment Forecast :

**Expectation:** Responsible to lead and drive shipment forecast by supporting new team member

**The shipment forecast execution:** We delivered the shipment dashboard as per the committed timeline for all the big four customers,

- Model related validations
- Structuring and organizing the process flow
- Guiding team member with direction on modelling capabilities helped us in achieving the final deadline

### Project Bullseye:

Execution and implementation of Bullseye completed for Sobeys and Metro; numbers are currently active in the live tool, Connected with CDM's across multiple teams, leading team from the front on showcasing capabilities, delivering accurate results with quality checks in place. Non-promo automation will help CDM in saving hours of work for updating information in Nexus. This initiative helped the team getting attention from other independent customers, and there is a request to implement their forecast in F23 plan.



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## Execution process for Non-Promo:

- Performed UAT for all big four customers
- Stakeholder management, communicating and educating the capabilities of the non-promo tool.
- Saving time for CDM
- Leveraged Data science model and successfully merged results from both outputs and delivered best in class accuracy.

## Connected Data:

Leading the Canada initiatives for connected data priorities, took the handover from Zafar, and post-handover completed Promo analytical dashboard – for Sobey's and Metro. Took over the task of implementing TEM (revamping the logic from excel dashboard to data lake), connected with D & T team created architecture and sense of field calculations. This was one of the tedious and most challenging tasks of connected data engagements, and we were able to implement and create a Tableau dashboard in similar lines to the OLD MRR dashboard.

I crafted a simplified version of calculations for each field so that the D&T team can absorb the logic and implement the same in the data lake, connected with broader team offshore and onshore aligned expectations, and educated the changes added to the latest tool. Regular connects with D&T team and detailed UAT helped me and the team to perform the quality checks efficiently, and we were able to complete the process on time. Key to success for implementing TEM : time management , active participation with D&T in problem solving discussions, agile mindset ( adopting to new technology ) and commitment to deliver quality and error free deliverable.

## Engaging leader behavior

Embracing a learning mindset helped me learn new technologies ( SQL and Python)that greatly impacted my ongoing work. It also demonstrates the agile attitude and ability to transform my learning and influence the team's overall capability.

At the start of the second term took the initiative on leading group from the front and showcasing leadership qualities guiding and mentoring new members. Leading connected data engagement with other responsibilities allowed me to excel and evaluate my learning capacity.

Stakeholder engagement has grown from last year to this year with the change in attitude and approach. I have applied one of the EL behaviour of adding efforts on communication and correcting few lapses that were highlighted in the last Fiscal.

Mentoring has always been my priority for those who needed the most, especially interns, I have demonstrated and have set up the right set of example for them.

Priority has always been on adding business values and creating an atmosphere of a learning mindset. Non-promo, shipment and Connected data are the critical engagements that have made a lot of visibility and trust for our work and delivery.



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### Employee Information:

**Position:** Assistant Manager - Sales Capabilities  
**Manager:** Rahul Bandekar  
**FTE:** 100.0%  
**Job Band:** Experienced Professional  
**Pay Grade:** 55

### F21 Performance Tier Rating

+ Higher than Most Peers

### Your Annual Incentive

INDIVIDUAL		+	BUSINESS		=	ANNUAL INCENTIVE PAYOUT
ACHIEVEMENT	AMOUNT		ACHIEVEMENT <sup>1</sup>	AMOUNT		
150%	139,929 INR		103%	96,100 INR		236,029 INR

<sup>1</sup> If you reported through multiple segments/groups during the incentive plan year, business achievement is pro-rated for time in each segment.

### Annual Incentive Details

ELIGIBILITY PERIOD	ELIGIBLE EARNINGS	TARGET INCENTIVE PERCENT	INDIVIDUAL WEIGHT	BUSINESS	
				UNIT RATING ASSIGNMENT*	WEIGHT
Jun 01 - Aug 31	362,842 INR	12.0%	50%	CORP	50%
Sep 01 - May 31	1,191,922 INR	12.0%	50%	NARETAIL	50%

\*CORP is 100% Company performance at 108%

\*NARETAIL is 50% North America Retail performance at 95% and 50% Company performance at 108%



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Increase to Guaranteed Cash: 11.00%

Total Cost to Company				
COMPENSATION COMPONENTS	CURRENT COMPENSATION (July 31, 2021)		NEW COMPENSATION (August 01, 2021)	
	Basis	Amount (INR)	Basis	Amount (INR)
BASIC SALARY		809,068		901,076
Flexible Benefits Plan (% of Basic Salary)	90%	728,161	90%	810,968
Leave Travel Assistance (Flat Amount)		52,000		52,000
GUARANTEED CASH		1,589,229		1,764,044
TARGET INCENTIVE (% OF GC)	12%	190,707	12%	211,685
Provident Fund		97,088		108,129
Gratuity (% of Basic Salary)	4.81%	38,916	4.81%	43,342
COST TO COMPANY (CTC)		1,915,940		2,127,200

Provident Fund is calculated in compliance with Statutory guidelines