

Employee Name : Madhavan DakshinamurthyManager's Name : Madhavan Dakshinamurthy
Goalsheet Approval Date : 22-Nov-2016

KRA Category : Process
KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			-	-	Preparedness by Jan_17	Preparedness by Dec_16	Preparedness by Nov_16
2. Preparedness for the new business model sourcing in a GST scenario	Text			-	-	Readiness of 70% sourcing by 1_Apr	Readiness of 80% sourcing by 1_Apr	Readiness of 90% sourcing by 1_Apr

KRA Category : Process
KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1. Average monthly Oil Closing Stocks	Text			<3500 Mt	<3250 Mt	<3000 Mt	<2750 Mt	<2500 Mt
2. Vendor Assessment -Quarterly feedback in a structured manner	Text			-	-	60.00%	75.00%	90.00%
3. Kosher Approved Material	Text			86.00%	89.00%	92.00%	95.00%	98.00%
4. Reduction of Rebate Cases	Text			10.00%	15.00%	20.00%	25.00%	30.00%

KRA Category : People
KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1. Technical Analysis	Text			-	-	Before Mar '17	Before December	Before September
2. No of Cross Functional Projects	Text			-	-	1	2	3

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
3. Oil Market	Text			-	-	Monthly Report	Bi_Monthly	Weekly

KRA Category : Business
KRA Weightage : 40 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1.PCP - Value addition through oil buying efficiencies - PS / PFAD / PKO/ CNO.	Text			1.50%	2.00%	2.50%	3.00%	3.50%
2. CIP 1 - Cost Savings through Hedging, Blend savings, Freco c/t, Other Oil related CIP initiatives	Text			No profit/loss	3 cr	4 cr	5 cr	6 cr

KRA Category : Customer
KRA Weightage : 15 _

Key Performance Indicator (KPI) description	Unit	KPI Weightage	Value	(1) Unsatisfactory Performance	(2) Needs Improvement	(3) Good Solid Performance	(4) Superior Performance	(5) Outstanding Performance
1. OTIF- Str Procurement OTIF	Text			92.00%	93.50%	95.00%	96.50%	98.00%
2. Push through alternative CIP ideas in Oil eg. Mahua oil, Acid oils, residue purchases, C16 purchase from market, etc...	Text			-	-	2 initiatives to conclusion	3 initiatives to conclusion	4 initiatives to conclusion