

10003368 Vadiraj Ekkundi

Employee Name : Vadiraj EkkundiManager's Name : Ramesh Doraiswami

Goalsheet Approval Date : 22-Mar-2017

KRA Category : Business

KRA Weightage : 20 _

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	Actual achievement of year end	Appraisee comment on actual achievement
1. Inerts for Agrochemicals. Build competencies , create products with close interactions with Customers. Initiate formulation work, identify products.	Text			Not Available	Not Available	by March, 2017	by January, 2017	by December, 2016		
2. Functional products for CPD. Develop competencies & demonstrate functionality. Formulation should be ready for launch.	Text			Not Available	Not Available	Competencies developed in 2 functional areas	Competencies developed in 3 functional areas	Competencies developed in > 3 functional areas		
3. R&D infrastructure & resources:Finalize the road map for R&D infrastructure and present to Board for approval. Target by 09, 2016.	Text			Not Available	Not Available	by September,2016	Not Available	Not Available		

KRA Category : Customer

KRA Weightage : 20 _

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	Actual achievement of year end	Appraisee comment on actual achievement
1. PETS production, commercialization & Sales.	Text			.	.	4.5 Crores	5.0 Crores	> 5.0 Crores		
2. Vega E SI 65. Syndet Flakes. Obtain approval from VVF USA / VVF India CPD for Equate / Truths soap.	Text			.	.	by December, 2016	by October, 2016	before October, 2016		
3. Azelaic Acid & Pelargonic Acid : Completion of technology development work in Lab & scale-up. Samples duly approved at customers.	Text			.	.	by March, 2017	by January, 2017	before January, 2017.		
4. Identification of new products for Oleo business & develop at least 2 products for launching in FY 2017-18.	Text			.	.	by March, 2017	by January, 2017	by 10, 2016		

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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	Actual achievement of year end	Appraisee comment on actual achievement
1. Develop a superior formulation of Bactershield and roll it out.	Text			.	.	01_03_2017	01_01_2017	01_12_2016		
2. CIP Targets: Formulation change & packaging improvements.Total Potential Rs. 95.0-96.0 Lacs/year. Packaging improvements – Rs. 25.0-28.0 Lacs. Formulation improvements – Rs. 65.0-70.0 Lacs. Demonstrated & roll out."	Text			.	.	"Saving potential of 95.0_96.0 Lacs / year demonstrated & rolled out. "	"Saving potential of > 1.0 Crore / year demonstrated & rolled out."	"Saving potential of > 1.2 Crores demonstrated & rolled out."		
3. International Projects: Contribute to development of / develop at least 15-20 new products for the international markets that are ready for launch.	Text			.	.	by March, 2017	by January, 2017	by December 2016		

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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	Actual achievement of year end	Appraisee comment on actual achievement
"1. Syndets Noodles / Flakes / Soaps: Developed, offered & approved Syndet flakes and / or Combi noodles / or Soaps 3-6 options to clients. Commercialize the products."	Text			.	.	by 1Q, 2017	by Q4, 2016	by Q3, 2016		
2. Translucent Noodles : Improvement in translucency of VVF translucent noodles.	Text			.	.	Match Jocil Noodles quality w.r.t colour & transparency	20 % improvement in quality as compared to Jocil noodles	match Pan Century Noodles quality w.r.t. colour & translucency		
3. CIP Targets: Oil blends related CIP. Joint KRA with Oil buying Team of Mr. Kannan.Demonstrate & implement.	Text			.	.	"Potential of Rs. 58.0 Lacs savings / year demonstrated & rolled out."	"Potential of Rs. 68.0 Lacs savings / year demonstrated & rolled out."	"Potential of Rs. 78.0 Lacs savings / year demonstrated & rolled out."		

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	Actual achievement of year end	Appraisee comment on actual achievement
1. Mentoring Amit Shukla & Dr. Rajesh Rao in leadership attributes. Effectiveness in delivery as monitored by successful completion of projects on target.	Text			Not Available	Not Available	90-92% completion rate	93-95% completion rate	> 95% completion rate		
2. IPR knowledge and rights. Initiate an IPR culture in R&D. File provisional patents.	Text			Not Available	Not Available	At least 1 provisional patent application filed by March 2017	2 provisional patent applications filed	> 2 Patent applications filed		
3. Provide learning and skill development opportunities for R&D team members.	Text			Not Available	Not Available	Not Available	Not Available	Not Available		