

Employee Name : Gopalkrishna SawantManager's Name : Gopalkrishna Sawant  
Goalsheet Approval Date : 07-Dec-2016

**KRA Category : People**  
**KRA Weightage : 15 \_**

| Key Performance Indicator (KPI) description                        | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|--|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| IDP Fulfillment  | Text |               |       | .                                 | .                        | 100%                          | .                           | .                              |
| Work Instruction & Safety training session for contractor manpower | Text |               |       | .                                 | .                        | 1                             | 2                           | 3                              |

**KRA Category : Business**  
**KRA Weightage : 15 \_**

| Key Performance Indicator (KPI) description   | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|---|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| Relocation of PCP manufacturing facility - Estimation and costing (DFA plant, Utility, Saponification plant, Tankfarm)                | Text |               |       | .                                 | 15.08.2016               | 30.07.2016                    | 20.07.2016                  | 10.07.2016                     |
| Cost comparison against new project quotations  | Text |               |       | .                                 | .                        | 2                             | 3                           | 4                              |
| FATTY ACID Distillation plant setup with splitting,ATFD, Hydrogenetation plant, CPP, utilities and tank farm - Estimation and costing | Text |               |       | .                                 | 14.08.2016               | 31.07.2016                    | 21.07.2016                  | 15.07.2016                     |

**KRA Category : Process**  
**KRA Weightage : 15 \_**

| Key Performance Indicator (KPI) description   | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement        | (3)<br>Good Solid Performance   | (4)<br>Superior Performance     | (5)<br>Outstanding Performance  |
|---|------|---------------|-------|-----------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|
| Minimize project inventory post completion of project by optimization of project ordered quantity (pipe/fittings/valves)      | Text |               |       | .                                 | 5% of mechanical material value | 3% of mechanical material value | 1% of mechanical material value | 0% of mechanical material value |
| Perform inspection for local/outstation material & issue IRN accordingly against ordered qty (OSBL) & save on inspection cost | Text |               |       | .                                 | 5 visit                         | 10 visit                        | 15 visit                        | 30 visit                        |
| Saving on project by using existing stock/resources on  | Text |               |       | .                                 | 2%                              | 5%                              | 7%                              | 10%                             |

| Key Performance Indicator (KPI) description                               | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement                | (3)<br>Good Solid Performance           | (4)<br>Superior Performance             | (5)<br>Outstanding Performance          |
|---|------|---------------|-------|-----------------------------------|---|---|---|---|
| Approved material budget cost   |      |               |       |                                   |   |   |   |   |
| Perform In-house engineering to save on basic & detailed engineering cost | Text |               |       | -                                 | <20% of specified activity              | 20% of specified activity               | 30% of specified activity               | 50% of specified activity               |
| Maintaining material IV & QC part using SAP before closing of the project | Text |               |       | -                                 | within 45 days of mechanical completion | within 30 days of mechanical completion | within 20 days of mechanical completion | within 10 days of mechanical completion |

#### KRA Category : Customer

KRA Weightage : 15 \_

| Key Performance Indicator (KPI) description   | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement  | (3)<br>Good Solid Performance | (4)<br>Superior Performance   | (5)<br>Outstanding Performance |
|---|------|---------------|-------|-----------------------------------|---|-------------------------------|-------------------------------|--------------------------------|
| Zero Reportable Accidents during execution  | Text |               |       | -                                 | >0  | Zero reportable               | -                             | -                              |
| Proper Erection & alignment with reports of major rotary & static equipment of OSBL & ISBL part | Text |               |       | -                                 | Proper Erection & alignment with reports of major rotary & static equipment of OSBL & ISBL part | 95% equipment                 | 97% equipment                 | 100% equipment                 |
| Ensure Insulation quality of OSBL & ISBL Equipments & piping Part                               | Text |               |       | -                                 | 90% proper insulation quality   | 95% proper insulation quality | 97% proper insulation quality | 100% proper insulation quality |
| Ensure piping welding & joints quality ISBL & OSBL part   | Text |               |       | -                                 | -   | 0% leakages for 95% of joints | 0% leakages for 97% of joints | 0% leakages for 100% of joints |
| Proper Document & Reports handover to customer  | Text |               |       | -                                 | -   | 100%                          | -                             | -                              |

#### KRA Category : Business

KRA Weightage : 40 \_

| Key Performance Indicator (KPI) description   | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance                                     | (2)<br>Needs Improvement   | (3)<br>Good Solid Performance                           | (4)<br>Superior Performance   | (5)<br>Outstanding Performance                              |
|---|------|---------------|-------|---|--|---|---|---|
| Fatty Acid beads project execution and commissioning completed on time and cost   | Text |               |       | 30.11.2016 (As per CAPEX date) with 20% more than Budgetted cost      | "30.10.2016 10% more than Budgetted cost "                           | "30.09.2016 (2 months early) with Budgetted cost "      | "01.08.2016(2.5 months early)5% lower than Budgetted cost "             | "22.07.2016 (3 months early)15% lower than Budgetted cost " |
| Ware house sprinklers & fire hydrant expansion project execution and commissioning completed on time and cost   | Text |               |       | "6 months after approval of drawings & 10% more than Budgetted cost " | "5 months after approval of drawings & 5% more than Budgetted cost " | "4 months after approval of drawings & Budgetted cost " | "3.5 months after approval of drawings & 5% lower than Budgetted cost " | "3 months after approval of drawings & 10% Budgetted cost " |
| "Create new ideas for benefit of business coupled with feasibility studies. 1. Projects for utilization of NG 2. New products using the available infrastructure & equipment" | Text |               |       | -   | -  | 1   | 2   | 3   |
| Contractor bill checking and actual billing quantity verification   | Text |               |       | -   | 10 days  | 8 days  | 6 days  | 5 days  |

| Key Performance Indicator (KPI) description | Unit | KPI Weightage | Value | (1)<br>Unsatisfactory Performance | (2)<br>Needs Improvement | (3)<br>Good Solid Performance | (4)<br>Superior Performance | (5)<br>Outstanding Performance |
|---|------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
|   |      |               |       |                                   |                          |                               |                             |                                |