

Employee Name : Sunita ParkarManager's Name : Sunita Parkar
Goalsheet Approval Date : 09-Dec-2016

KRA Category : Business
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) Divisional Profitability | Text | | | - | - | 7th woking day | 6th Working day | 5th Working day |
| 2) Oleo MIS Docket | Text | | | - | - | 9th Working day | 8th Working day | 7th woking day |
| 3) Contract wise Profitability Report & Discussion | Text | | | - | - | 10th Working day | 9th Working day | 8th Working day |
| 4).VVF Ltd. P&L with Overhead Shedule | Text | | | - | - | 11th woking day | 10th Working day | 9th Working day |

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 |
|---|------|---------------|-------|-----------------------------------|--------------------------|--|--|--------------------------------|
| 1) Circulation of Data Formats & Time Lines | Text | | | - | - | 25th Dec'2016 | 20th Dec'2016 | 15th Dec'2016 |
| 2) Final Circulation of the ABP | Text | | | - | - | 28th Feb'2017 | 24th Feb'2017 | 20th Feb'2017 |
| 3) Final Circulation of the ABP-VVF Ltd. | Text | | | - | - | 15th March'17 | 20th March'17 | 31st March'2017 |
| 4) Yearly Budget Upload | Text | | | - | - | 31st March'16 | 28th March15 | 23rd March'17 |
| 5) Release of Supplimentary Budget | Text | | | - | - | Within 2 working days from requirement | Within 1 working days from requirement | Half day/Immediate |

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.Completion of IDP | Text | | | - | - | - | - | - |

KRA Category : Customer

KRA Weightage : 25 _

| 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) Data for Safeguard Duty | Text | | | - | - | with 7 workingdays from requirement | with 5 workingdays from requirement | with 3 workingdays from requirement |
| 2) Maintenance of records for Cost Audit- VVFI & VVFL | Text | | | - | - | 30th Sept'2017 | 31st Aug'2017 | 15th Aug'2017 |
| 3) Data for PE | Text | | | - | - | Need basis | Need basis | Need basis |
| 4)Data for AE/Non AE | Text | | | - | - | Need basis | Need basis | Need basis |
| 5)Any other Special Project | Text | | | - | - | Need basis | Need basis | Need basis |

KRA Category : Process

KRA Weightage : 25 _

| 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) Costing Release/NRV of All Plant | Text | | | - | - | Within 5 working days | Within 3 working days | Within 2 working days |
| 2) Plant wise CAS-4 Certification - Quaterly | Text | | | - | - | 27th woking day | 25th Working day | 20th Working day |
| 3) Mapping of New GL in Location wise report | Text | | | - | - | Within 2 working days from requirement | Within 1 working days from requirement | Immediate |
| 4) Segment Reporting of VVF(India) Ltd. &VVFL | Text | | | - | - | with 7 workingdays from requirement | with 5 workingdays from requirement | with 3 workingdays from requirement |
| 5) Maintenance of records for Cost Audit- VVFI & VVFL | Text | | | - | - | 30th Sept'2017 | 31st Aug'2017 | 15th Aug'2017 |