

Employee Name : Sunilkumar Singh Manager's Name : Sunilkumar Singh  
Goalsheet Approval Date : 05-Dec-2016

**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
Quality Level@ IPQA Stage	Text			Baddl_ <4: Daman _<4.5 Exit MQ'17	Baddl_ 4: Daman _4.5 Exit MQ'17	Baddl_ 4.2: Daman _ 5 Exit MQ'17	Baddl_ 4.2: Daman _ 5 DQ'16 and MQ'17	Baddl_ 4.2: Daman _ Yr Avg
Reduction in factory borne out customer complaints incl CPD	Percentage			30	40	50	55	60

**KRA Category : Process**  
**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
Develop longer-term Site strategy for CMB & initiate agreed actions in line with the Strategic Plan: GST scenario	Text			90% OTIF	95% OTIF	100% OTIF, strategy to be ready by Sep'16	100% OTIF, strategy to be ready by Aug'16	100% OTIF, strategy to be ready by end July'16
Identify SMOG inventories of COB/CMB and review for liquidation plans with Marketing – CPD/CMB. ( Every month ), Target to reduce SMOG by 30% from Mar' 16 level	Text			20% reduction	25% reduction	30% reduction	35% reduction	40% reduction

**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
To deliver EBITDA of Rs 56 crores ( CMB ) : Factory Savings (% of Total conversion Cost)	Percentage			2	3.5	5	6.5	8
Deliver Top line ( Sales volumes) as per ABP	Text			10% Less than ABP	5% less than ABP	ABP volumes	5% additional to ABP	10% Additional to ABP
Innovation led Business Development (new products/business) NPD OTIF	Percentage			90	93	95	96	98
Dispatch OTIF	Percentage			83	85	88	90	92

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
Customer Feedback (incl CPD)	Text			3.3	3.5	3.8	3.9	4

KRA Category : People

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
Improvement in EES scores over 2015	Percentage			5	8	10	12	15
Specific projects like DOE, Real Time feedback, Mfg Excellence dockets as a part of IDP	Text			MQ'17	Dec'16	Sep'16	Aug'16	Jul'16