

10002914 Ramesh Doraiswami

Employee Name : Ramesh Doraiswami Manager's Name : Rustom Joshi

Goalsheet Approval Date : 21-Apr-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
Refresh Strategic Plan for 2020 and aligned ABP for 1718 for Board Approval	Date		50	28/Feb/2017	31/Jan/2017	31/Dec/2016	30/Nov/2016	31/Oct/2016	04/20/2017	Not completed. Without clarity on funding, the motivation to do this exercise suffered. We could not also identify a cost effective consultant to support the work
Indonsia strategy	Text		25	Higher burden than ABP on India by Rs 5 crores	Higher burden on India by Rs 2 crores	Deliver ABP volumes of plant utilisation and burden budgeted in ABP	Restructure operations to reduce burden on India by Rs 10 crores pa	Restructure operations to reduce burden on india by Rs 14 crores pa	Several initiatives completed: 1. Overheads reduction by Rs.1.9 crores vs ABP 2) Agreement with Unilever for 24 K TPA with financial support for processing PS/Palm Oil. 3) Active search for partners	Due to domestic CNO offering significant opportunity (saving s Rs. 65 crores over ABP), we consciously did not utilise Indonesia. Levy of Export tax on Split material also reduced opportunity for 3 P despite Unilever contract which after agreement of terms did not result in volumes. However, the capability for PS processing will be relevant for India in 2017-18 .Key issue is funding for which a financial restructuring package is being discussed with Bank of India
NBD of Oleo sales turnover for ABP1718	Value	4000	25						< Rs 5 crores turnover	Momentum on 3 strategic projects which will contribute to value added portfolio: 1)SCI 2) Agrochemicals 3) Tertiary Amines

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	Actual achievement of year end	Appraisee comment on actual achievement
Succession Planning for ELT and ELT-Direct report	Date		66	30/Apr/2017	31/Mar/2017	28/Feb/2017	31/Jan/2017	31/Dec/2016	05/31/2017	To be completed along with appraisal process in May 2017
Conduct Employee Engagement survey amd roll out actions	Date		34	31/May/2017	30/Apr/2017	31/Mar/2017	28/Feb/2017	31/Jan/2017	04/30/2017	Survey completed in Nov 16. Focused group actions will be discussed and rolled out in Lakshya in May 2017

KRA Category : Business
KRA Weightage : 50 _

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
Profit Before Tax of VVF India Limited(in Rs crores)	Text		100	Loss of 46.3 to loss of 39.01 cr	Loss of 39.0to Loss of 16.5	Loss of 16.49 to loss of 8.01	Loss of 8.0 to Profit of 11	> Profit of 11	PBT loss Rs 74 crores	PBT loss adjusted for shortfall due to non availability of funds was Rs. 19 crores

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	Actual achievement of year end	Appraisee comment on actual achievement
Conceptualise a more efficient financial structure for VVF India to provide finance cost optimisation and flexibility	Date		100	31/May/2017	30/Apr/2017	31/Mar/2017	28/Feb/2017	31/Jan/2017	02/28/2017	S4 A proposal conceptualised with support from E&Y and now ready for approval of Bank Consortium on April 25,2017