

Employee Name : Dhananjay KelkarManager's Name : Dhananjay Kelkar  
Goalsheet Approval Date : 06-Dec-2016

**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
Ensure Payment Collection as Per agreed DSO / Days	Text			30.6	31.5	45	47.7	58.5
Ensure Receivable Control ,< 20 % Overdue On Exposure	Text			13.600%	14.00%	20%	21.200%	26.00%

**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
Marketing & Sales - Mr Ayush Prabhkar	Text			100% completion of IDP.	Grooming mr ayush for glycerine business	12/1/2016	NA	NA
Mr D. Wadekar - Payment Collection	Text			100% completion of IDP.	MULTIPLE TASKING ROLE	NA	NA	NA
Mr Joe Paulose	Text			100% completion of IDP.	NA	NA	NA	NA

**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
Identification New Customer for Oleo Chemicals in respective Regions .	Text			NA	NA	two customer in each country	NA	NA
NPD products to be promoted in South East Region	Text			NA	NA	Two Products .	NA	NA

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
FATYY ACID BY VOLUME (10 %)	Text			23740 MT	32685 MT	34406 MT	36,470	44727 MT
GLYCERINE BY Volume (5%)	Text			10350 MT	14250 MT	15000 MT	15,900	19500 MT
NRV TARGET ( 25% )	Text			167.67 Crores	230.85 crores	243 Crores	257.58	315.90 Crores

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
Development Of Palmitic acid for animal FEED Business In India .	Text			NA	NA	500 Mt/ Month	start From SEP 2016	NA