

10003613 Nikhil Shrivastava

Employee Name : Nikhil Shrivastava Manager's Name : Kannan Sethuraman

Goalsheet Approval Date : 24-Apr-2017

KRA Category : Process

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
(1) Imports Execution - Full takeover of imports execution responsibilities	Text			Jan'17	Dec'16	Nov 16	Oct 16	Sep 16	November 2016	Started following up Imports from November 2016
(2) Palmetic Feed project	Text			NA	NA	NA	NA	NA	1	Not been able to do justice with this project and have not given anytime.

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	Actual achievement of year end	Appraisee comment on actual achievement
1.OLEO - Value addition through oil buying efficiencies - PS / PFAD / RMO / CNO.	Text			1.5%	2%	2.5%	3.0%	3.5%	1.93%	Larger Savings came fro PFAD wherein we were able forward contracts in a bullish market. CNO and RMO were more focused on volume rather than the prices.
2. OTIF - Oleo OTIF - Set base benchmark and drive improvements in OTIF for SH - Base - Aug-Sept-16	Text			Impr > 0% over base	Impr by 5% over base	Impr by 10% over base	Impr by 15% over base	Impr by 20% over base	22.22%	Base was 18% for Aug to Sep'16 and achieved was 22% for second half Supplies of Lauric based products with the help Edelweiss
3. Bring cost saving through better funding partners	Text			Impr > 0% over base	Impr by 5% over base	Impr by 10% over base	Impr by 15% over base	Impr by 20% over base	12.85%	Reduced the interest cost by 2.44% through Edelweiss (16.56% vs Maheshwari's 19%)
4. Develop CNO supply chain to ensure continuous availability for the plant	Text			Vol under dely by > 50% vs SNOP	Volume Under delivery by 30% vs SNOP	1. Volume delivery as committed in SNOP	1. Volume delivery as committed in SNOP + Sourcing from multiple origins + Copra buying	1. Vols as committed in SNOP + Multiple origins + Copra buying + System perfection	5	Volumes delivered as per SNOP, sourced from over 40 suppliers, sourced Exp, Solvent, Kernel oil, also established copra project and successfully increased payment terms of our suppliers from advance to 30 days credit

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
1. Advanced Communication skills	Text			-	-	-	-	-	Did not attend	Workshop dates were rescheduled 3 times - Official commitments
(2) Daily Market Reports	Text			75%	80%	90%	95%	100%	90%	Regularly sent
(3) Bi Monthly Commodity Insights and Seasonal Strategy- Rapeseed oil / Mustard oil, SBO / SFO, CNO	Text			75%	80%	90%	95%	100%	1	Was less frequent than expected
(4) Monthly Buying Review	Text			75%	80%	90%	95%	100%	2	Dates clashed too many time for the last two month's buying reviews.

KRA Category : Customer
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
1. Drive Mustard CSR project in partnership with Loreal	Text			NA	NA	Obj alignment with Loreal, background work	Obj alignment with Loreal, village / farmer / ngo tieup	Pilot scale implementation	4	Rigorously followed up with all the concerned authorities (farmers, ngo, institutions, experts, L'oreal) on a proactive basis to ensure this gets done, however the project is on hold due to commercial viability
2. Vendor Quality Rating	Text			NA	NA	Half Yearly	Quarterly	Monthly	Half yearly	Done for CNO and PFAD
3. Minimizing material rejection from last year	Text			0%	(5%)	(10%)	(15%)	(20%)	Not Applicable	Primarily all rejections were in CNO, however we have taken various measures such as finding out labs in Kangayam to help our suppliers provide us with approved quality, for new material procurement, we have always tried to ensure that we arrange for a sample before accepting the material

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
1. GST preparedness for Str Proc and Logs. Commercial benefit working, drawing up planned business model, Transition management - Supplier preparedness, Stock controls etc.	Text			NA	NA	Preparedness by Jan 17	Preparedness by Dec 16	Preparedness by Nov 16	In Line	Vendors data is reconciled, GST data from 25% vendors received
2. Preparedness for the new business model sourcing in a GST scenario	Text			on track	June closing inventory to be decided and procurement & delivery plan to be made accordingly
(3) Work on various substitutes of RM like Mahua, RBO, Soya Acid Oil etc. and propose accordingly	Text			Submission of samples by July'16	Making a research report on approved samples by Aug'16 Setting Targets to buy.	Create new sourcing base for approved sample by Sep'16	Source 75% of target	Source 90% of target	5	CNO as a substitute of PKO Established all the required formalities and processes, secured the volumes as per SNOP requirements successfully