

Employee Name : Anand KasturiManager's Name : Anand Kasturi
Goalsheet Approval Date : 05-Dec-2016

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
1 Raise Rs. 300 Cr Term Loan	Text			Not Available	Not Available	Sanction and Disbursement of Rs. 300 Cr	Not Available	Not Available
2 Upto Rs. 50 Cr Non Bank Funding	Text			Not Available	Not Available	Tie up of 100% of the business / Promoter Requirement	Not Available	Not Available
3 Realignment of Indonesia Debt	Text			Not Available	Not Available	Ensure optimum utilisation of the LC limits. Balance between business needs and cash flows.	Not Available	Not Available
4 Finance Cost Reduction	Text			Not Available	Not Available	Reduce Finance Cost by Rs. 3 Cr	Not Available	Not Available

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
1 Completion of Teams IDP	Text			Not Available	Not Available	Completion of Teams IDP by Dec 16	Not Available	Not Available
2 Awards and Recognition	Text			Not Available	Not Available	Encourage the Team for achieving higher targets.	Not Available	Not Available

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
1 Forex Module	Text			Not Available	Not Available	Completion of Forex module by Dec 16	Not Available	Not Available
2 Debt Module	Text			Not Available	Not Available	Completion of Debt module by Oct 16	Not Available	Not Available
3 RBI Compliances	Text			Not Available	Not Available	*Timely Filing of APR, FLA, ODI, FDI, SDS etc. *	Not Available	Not Available

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

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
1 Banking Compliance	Text			Not Available	Not Available	*Timely filing / submission of FFR's, Stock Audits Report, BOE, Factory Visits, Valuation Reports, Security Creation / Perfection, Charge Satisfaction. *	Not Available	Not Available
2 Exim Requirements	Text			Not Available	Not Available	Providing BRCs and FIRC on timely fashion to the EXIM Team	Not Available	Not Available
3 Audit and Closing	Text			Not Available	Not Available	*Monthly Closing entries by 3rd Working Day of the Month, Annual Closing entries and Schedules within 20 days from year end close. *	Not Available	Not Available
4 Treasury MIS	Text			Not Available	Not Available	Cash Flow and Debt MIS within 5 working days of the month	Not Available	Not Available
5 Cash Flow and Forex Meeting	Text			Not Available	Not Available	Cash Flow Meeting within 7 working days and fortnightly Forex Meeting	Not Available	Not Available