

10003554 Dr. Rajesh Rao

Employee Name : Dr. Rajesh Rao Manager's Name : Vadiraj Ekkundi

Goalsheet Approval Date : 22-Mar-2017

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	Actual achievement of year end	Appraisee comment on actual achievement
Azelaic Acid & Pelargonic Acid : Completion of technology development work in Lab & scale-up. Samples duly approved at customers.	Text		30	NA	NA	by March, 2017	by January, 2017	before January, 2017.		
Vega E SI 65 -Complete scale up successfully to achieve desired quality and operational norms.	Text		40	NA	Lab process optimization.	by December, 2016	by October, 2016	before october, 2016		
Vega E TS - Proceed establishment to make 5ton and freeze the conversion quality and time cycle utility norms to establish to arrive at the final cost.	Text		30	NA	NA	5 ton output in first week of August 16	5 ton output in first week of August 16	5 ton output before end of July 16		

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	Actual achievement of year end	Appraisee comment on actual achievement
Studying Animal Rumen Bypass (Feed market) market size and identifying opportunity for direct/indirect marketing of Palmitic acid beads.	Text		30	NA	Understanding Animal husbandry market for Rumen Bypass and identify potential customers.	Understanding and developing of Animal husbandry product if required based on market for Rumen Bypass	Establishing the feed for Palmitic acid beading	Establishing and developing of Animal husbandry product if required based on market for Rumen Bypass also include Palmitic acid Beads.		
Inspirational Leadership, Environment Health and Safety, Training on ISO 14001, OHSAS 18001, Good Manufacturing Practices (GMP +) and cGMP.	Text		60	NA	Before Feb 2017	Before Dec 2016	Before Oct 2016	Before Aug 2016		
Coaching Sushant, Bahhiyasaheb, Parshuram in functional areas	Text		10	NA	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	Actual achievement of year end	Appraisee comment on actual achievement
R&D infrastructure & resources: Finalize the road map for R&D infrastructure and present to Board for approval. Target by Q4, 2016	Text			NA	NA	by Q4, 2016	NA	NA		
Inerts for Agrochemicals. Build competencies, create products with close interactions with Customers. Initiate formulation work, identify products.	Text			N	NA	by March, 2017	by Jan 2017	by Dec 2016		
ISO compliance	Text			NA	Ready for internal audit before end of financial year	Dec 2016 ready for internal audit	Sept 2016 ready for internal audit	Complete compliance as per IMS standards and ready for external audits		

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	Actual achievement of year end	Appraisee comment on actual achievement
New Products related to Oleo domain during 2016-17 - no modification in purity or carbon chain of any of the existing product range	Text		100	NA	Literature and Market study	Identify at least 4 opportunities by Q1, 2017	Identify at least 6 opportunities by Q1, 2017	Identify at least 8 opportunities by Q1, 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
IPR knowledge and rights. Initiate an IPR culture in R&D. File provisional patents.	Text		30	NA	NA	Provisional patent filling for atleast 1 product, which company may derive benefit / profit. Before Mar 2017	2 provisional patent applications filed	> 2 Patent applications filed		
new Business Development	Text		70	NA	NA	Support NBD	Support NBD and launch of 1	2 new products		

