

10003625 Sridhar Anantharaman

Employee Name : Sridhar Anantharaman Manager's Name : Sheila Diwan

Goalsheet Approval Date : 08-May-2017

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	Appraiser comment on actual achievement
"1 Gavan Jasai ~ Regular follow-up and interaction with Mohan Bhai for initiating process for obtaining possession and 7/12 records"	Text			Court appeal not filed	Filing of court appeal by Feb 2017	Filing of court appeal by Dec 2016	Filing of court appeal by Nov 2016	Filing of court appeal by Oct 2016	Draft of the court filings have been prepared and under review by the legal team	Not completed. Draft was received in Mar 2017
"2 Sewree ~ understanding and gaining working knowledge of tank farm business ~ Submission of drawings for approvals in BMC and Fire department"	Text			Not done	BPT submissions by Oct-16 and BMC submission by Dec-16	BPT submissions by Sep-16 and BMC submission by Nov-16	BPT submissions by Aug-16 and BMC submission by Oct-16	BPT submissions by Aug-16 and BMC submission by Sep-16	Drawings of proposed expansion prepared and submitted to BPT in Sep 2016. BPT NOC is yet to be received. So, BMC and other submissions are yet to be done	Not completed due to no NOC from BPT. BPT drawings were submitted in Sep 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	Actual achievement of year end	Appraiser comment on actual achievement
1. Sion 109B Phase 1 ~ Identification of purchaser / JV partner for 109B with JLL. ~ Completion of due diligence ~ Enter into MoU / binding document Phase 2 ~ Receipt of deposit from the development partner / signing of Final MoU	Text			Not done	Phase 1 ~ Mar 2017 Phase 2 ~ pending	Phase 1 ~ Dec 2016 Phase 2 ~ Mar 2017	Phase 1 ~ Nov 2016 Phase 2 ~ Jan 2017	Phase 1 ~ Oct 2016 Phase 2 ~ Dec 2016	Information memorandum prepared and circulated to 16 developers through JLL. Discussion ongoing with 1 developer. Rest all have declined. We are in discussions independently with 1 another developer for redevelopment. We are also using another agent to try for an industrial buyer	Not completed. discussions ongoing
2. Navsari ~ Discussions with prospective buyer and completion of sale	Text			Not done	Dec-16	Nov-16	Oct-16	Sep-16	Not completed due to market uncertainty due to demonetization. We found a prospect through HDFC realty but the price gap was too high. We are speaking to other agents and locals for sale We also did a market study for party plot use but it required further investment	Not completed
3. Dahanu 48 acres ~ Obtain allotment order from Mantralaya for allotment of land to the promoters ~ 7/12 of the lands to be entered in the name of the	Text			Not done	Mar-17	Feb-17	Dec-16	Nov-16	File is with the collector and expect to complete in the next financial year. Not completed. Also prepared a market report on the projects under development and	Half the path has been achieved and the matter is expected to close in this financial year

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
promoters ~ Physical and documentation possession of the lands are completed									the going rates	
4. Preparation of movement plan from 109B to 109 or Talaja or external space: ~ Estimation of space requirement ~ Estimation of expenses and timelines ~ Clarity on closure of tank farms, Hoardings etc.	Text			Feb-17	Jan-17	Dec-16	Nov-16	Oct-16	Movement areas and cost estimation has been done	Completed in Oct 2016

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
1. Preparation of properties files for Sion, Navsari, Kutch, Dhahanu, Gvan Jasai, Prabhadevi Gala	Text			Feb-17	Jan-17	Dec-16	Nov-16	Oct-16	Soft copies are prepared and saved. Physical files are also ready in Oct 2016	Completed in Oct 2016
"2. Handle matters of Promoter properties ~ Alibagh ~ complete Govt survey and enable completion of compound wall ~ Khandala ~ finding tenant ~ Pune ~ complete repairs and liner change ~ Marker mansion ~ obtain NOC from Estate Department"	Text			Not done	"Alibagh ~ Aug 2016 Pune ~ Sep 2016 Khandala ~ Mar 2017 Marker mansion ~ Mar 2017"	"Alibagh ~ Jul 2016 Pune ~ Aug 2016 Khandala ~ Dec 2016 Marker mansion ~ Dec 2016"	"Alibagh ~ Jun 2016 Pune ~ Jun 2016 Khandala ~ Oct 2016 Marker mansion ~ Oct 2016"	"Alibagh ~ May 2016 Pune ~ May 2016 Khandala ~ Sep 2016 Marker mansion ~ Sep 2016"	Alibagh done in May 16. Pune done in Sep 16. Khandala not completed. Marker mansion not done as per advise of Vijay Patel. Marker Mansion registration of confirmation deed and mortgage creation done in Oct and Nov 16 Hillstone security contracts renegotiated in Jan 2017	Completed except Khandala, which we are working in this financial year
3. Obtain opinion and contact new owners for 5 garages of Hillstone	Text			Dec-16	Oct-16	Sep-16	Aug-16	Jul-16	Contacted in Aug 16 but no reply. Legal has advised us to keep sending the rent cheques and do nothing else	Completed in Aug 2016

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	Appraiser comment on actual achievement
"1 Prabhadevi Gala - scout for new tenant / discussion with existing tenant to increase rent"	Text			Dec-16	Nov-16	Sep-16	Aug-16	Jul-16	Old tenant vacated in Feb 2017 New tenant agreement registered in Mar 2017 without any broker Society NOC also obtained	Completed with a significant hike in the rental

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Rating Of Qualitative Goals

1. I feel my goals were very challenging and stretched because:

Answer:-

2. I have gone the extra mile to help my colleagues/team/organization by:

Answer:-

3. I have lived the VVF values (Openness, Integrity, Respect, Trust, Innovation, Agility) in an exemplary fashion in the following way:

Example1:-Finding new tenant for the prabhadevi gala within 15 days of the old tenant vacating the premises

Example2:-

4. I have demonstrated the VVF leadership competencies (Teamwork, Customer Orientation, Result Orientation, Developing self and team, Strategic thinking, Ownership and accountability) in the following way:

Example1:-Handled most of the queries, site visits, prospective partner meetings related to Sion partnership

Example2:-Handled the leasing of prabhadevi gala without incurring any significant costs and completed all formalities within a period of 10 days

Individual Development Plan (WI.CHR.03 F.NO. 1)

Employee Name	Sridhar Anantharaman	Manager's name	Sheila Diwan
Employee Code	10003625	Year	2016-2017

Please discuss your strengths and work related weaknesses with your manager and identify your training needs. Your development will happen through the following ways:

Part A: Development through Instructor led training in Classroom

No	Name of program	Faculty	Days	Please explain why the training is needed	Program completed	Comments
1	Interpersonal skills	Amit Sanas	2			
2	Advanced Communication skills(only AGM & above)	Charles Carvalho	2	Would help in interaction with Govt. authorities and development partner	No	unable to attend. will attend in the next financial year
3	Effective time management and execution	Amit Sanas	2	Would help in interaction with Govt. authorities and development partner	No	unable to attend. will attend in the next financial year
4	Inspirational Leadership (only AGM & above)	Charles Carvalho	2			
5	Advanced Excel (only AGM & above)		2			
6	Environment Health and Safety *	EHS Team	1	Ok	No	unable to attend. will attend in the next financial year
7	Training on ISO 14001, OHSAS 18001 **	EHS Team	0.5	Ok	No	unable to attend. will attend in the next financial year
8	Training on ISO 9001 & 22000	ASHOKR AO PATIL	0.5			
9	Good Manufacturing Practices (GMP +) and cGMP	ASHOKR AO PATIL	0.5	Ok	No	unable to attend. will attend in the next financial year

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10	Influencing skills	Internal TBD	2	Would help in interaction with partners / consultants / Govt. authorities for permissions	No	unable to attend. will attend in the next financial year
11	Strengths based team building	Charles Carvalho	1			
12	The Super Manager	Amit Sanas	1			

*Mandatory for all employees to attend this program

**Mandatory for employees working at locations covered by the certifications

If you need a program that is not mentioned above, please use the space below. Please note this program may be offered if at least 20 people request for it.

No	Topics required	No. of Days	Internal faculty name	Program Completed	Reviews
1	Interpersonal Skills : Would help in interaction with Govt. authorities and development partner	2	amit.sanas@vvfltd.com?Amit Sanas	undefined	
2					

Note: Part B and Part C are to be filled by only AGM and above employees.

Part B: Development through developmental relationships

No	Relationship	Name of leader	Number of Meetings planned	Target date	Program Completed	Reviews
1	Coaching through leader in own function for functional inputs					
2	Coaching through leader in own function for functional inputs					

Part C: Development through action learning projects

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Project Title	Existing business learning & Tank Farm Expansion project at Sewree
Review date	
Target end date	31/Mar/2017
Project scope	<ul style="list-style-type: none"> • Obtaining old approval files from BMC records • Engage with liaison architect for the following: <ul style="list-style-type: none"> o Preparation of pipeline drawings for submission to BPT o Understanding of fire norms to ascertain the maximum permissible tanks o Obtain new PR cards, CS plans and DP remarks to ascertain buildability o Preparation of tank farm expansion drawings for submission to BMC, Fire department o Obtain IOD and CC for project execution
Project exclusions	Liaison with BPT
Project deliverables (Target at rating 3: good solid performance)	Project scope to be delivered by Dec 2016
What is the employee expected to learn from this project	<ul style="list-style-type: none"> • Fire norms • Nuances of obtaining industrial approvals • Basic technical understanding of tank farm operations
Reviewer(s) name	
Project Status	Not Completed
Project Status Comments	The layout of the proposed expansion was completed in consultation with the architect, fire department and Sewree team to ensure prima facie compliance and maximum possible capacity addition. It has been submitted to BPT in Sep 2016 and awaiting their NOC. Next steps for BMC/Fire/CRZ/Airport Authority approvals etc. have been shared with Mr. Pednekar