

Employee Name : Abhay Bhudolia
 Manager's Name : Gajendra Palo
 Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 20

KRA Description : People Development & Stautory Compliance

| 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 |
|----------------------------------------------------------------------------------|------|---------------|-------|-----------------------------------|--------------------------|--------------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------|
| Completion of IDP shared with Hemant Deshmukh- GST | Date | | | 31/Aug/2017 | 15/Aug/2017 | 31/Jul/2017 | 15/Jul/2017 | 01/Jul/2017 |
| Support team to complete their IDP | Text | | | NA | NA | As per IDP Plan | As per IDP Plan | As per IDP Plan |
| Adherence & Sign off Monthly & Quarterly compliance for Finance & Accounts team. | Text | | | NA | NA | Monthly 15th of next month & Quarterly 25th next month | Monthly 15th of next month & Quarterly 25th next month | Monthly 15th of next month & Quarterly 25th next month |
| Any other assignment given from time to time | Text | | | NA | NA | As & When Required | As & When Required | As & When Required |

KRA Category : Business

KRA Weightage : 20

KRA Description : Overseas Subsidiary Financials & Others

| 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 |
|------------------------------------------------------------------------------------------------|------------|---------------|-------|-----------------------------------|--------------------------|-------------------------------|-----------------------------|--------------------------------|
| Providing Support & review of Subsidiaries financials with schedules for Indonesia & Singapore | Date | | | 15/Jul/2017 | 07/Jul/2017 | 30/Jun/2017 | 22/Jun/2017 | 15/Jun/2017 |
| Preparation of ABP Finance & CSS Overhead | Date | | | 31/Mar/2018 | 15/Mar/2018 | 28/Feb/2018 | 15/Feb/2018 | 31/Jan/2018 |
| Reductions of Advances/Overdues & deposits | Text | | | As per agreed | As per agreed | As per agreed | As per agreed | As per agreed |
| Reductions of Finance overhead costs | Percentage | | | 1 | 3 | 5 | 7 | 10 |

KRA Category : Process

KRA Weightage : 40

KRA Description : Monthly Accounts closing Activity

| 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.Ensuring monthly closing and review Books of Accounts for VVF India and VVF Ltd without any major deviation. | Days | 40 | | 7 | 6 | 5 | 4 | 3 |
| 2. Analytical Review of Monthly Schedules of Balance Sheet like Deposits, Prepaid, Loans & Advances for Subsidiaries, Provision for Expenses etc. | Days | 15 | | 11 | 10 | 9 | 8 | 7 |
| 3.Review of IFC process on Quarterly | Text | 25 | | NA | NA | Quarterly without any major deviations | Quarterly without any major deviations | Quarterly without any major deviations |
| 4. Implementations of Internal audit suggestions | Percentage | 20 | | 50 | 75 | 90 | 95 | 100 |

KRA Category : Customer
KRA Weightage : 20
KRA Description : Statutory Audit / Tax Audit for Group Companies in India

| 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 Statutory Audit of VVF Limited & all its Group companies including IFC without any audit qualifications and satisfied all audit queries & sign off. | Date | | | 30/Sep/2017 | 25/Sep/2017 | 15/Sep/2017 | 31/Aug/2017 | 15/Aug/2017 |
| 2.Completion of VVF India Limited Audit including IFC & consolidations without any audit qualifications and satisfied all audit queries & sign off. | Date | | | 31/Aug/2017 | 15/Aug/2017 | 31/Jul/2017 | 15/Jul/2017 | 30/Jun/2017 |
| 3.Assisting in completion of Tax audit for all VVF group companies | Date | | | 30/Nov/2017 | 22/Nov/2017 | 15/Nov/2017 | 07/Nov/2017 | 31/Oct/2017 |

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

| Employee Name | Manager's name | Employee ID | Year |
|----------------|----------------|-------------|-----------|
| Abhay Bhudolia | Gajendra Palo | 10001469 | 2017-2018 |

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 |
|----|------------------------|----------------|------|-------------------------------------------|
| 1 | Training on ISO 9001 & | ASHOKRAO PATIL | 1 | |

| | | | | |
|---|-----------------------------------|------------------------|---|--|
| | 15000 ** | | | |
| 2 | Environment Health and Safety * | Sunil Katekari | 1 | |
| 3 | Prevention of Sexual Harassment * | | 1 | |
| 4 | Effective Communication Skills | Prasanna Purushothaman | 1 | |
| 5 | Getting Things Done | Prasanna Purushothaman | 1 | |
| 6 | The Super Manager | Amit Sanas | 2 | |
| 7 | Six Thinking Hats | | 1 | |
| 8 | Art of Charm | Anant Pednekar | 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 |
|----|-----------------|-------------|-----------------------|
| 1 | | | |
| 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

| | |
|----------------------|--|
| Project Title | |
| | |

| | |
|--------------------------------------------------------------------------|--|
| Review date | |
| Target end date | |
| Project scope | |
| Project exclusions | |
| Project deliverables (Target at rating 3: good solid performance) | |
| What is the employee expected to learn from this project | |
| Reviewer(s) name | |
| Project Status | |
| Project Status Comments | |