

Employee Name : Amogh Lanke
 Manager's Name : Jayesh Menon
 Goalsheet Of Year: 2017-2018

KRA Category : People

KRA Weightage : 20

KRA Description : Total mutual fund assets fell in 2008 as a result of the financial crisis of 2007–2008.

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
United States: \$18.9 trillion	Days			30	27	19	13	8
Luxembourg: \$3.9 trillion	Text			90 approx days	22/7*6.3+100 C	#include	Nil	Nil

KRA Category : Process

KRA Weightage : 30

KRA Description : After the Wall Street Crash of 1929, the U.S. Congress passed a series of acts regulating the securities markets in general and mutual funds in particular.

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
The Securities Act of 1933 requires that all investments sold to the public, including mutual funds, be registered with the SEC and that they provide prospective investors with a prospectus that discloses essential facts about the investment.	Text	10		^&67GVGSdnjcf+	N.A	N.A	Windows 7	Windows 10
The Securities and Exchange Act of 1934 requires that issuers of securities, including mutual funds, report regularly to their investors this act also created the Securities and Exchange Commission, which is the principal regulator of mutual funds.	Percentage			99.99	55.55	88.88	77.77	100.00
The Revenue Act of 1936 established guidelines for the taxation of mutual funds.	Value		1000	< 690	700 to 950	960 to 1050	1060 to 1290	1390
The Investment Company Act of 1940 governs the mutual funds.	Ratio			0:7	7:0	5:10	99:1	15:8
These new regulations encouraged the development of open-end mutual funds (as opposed to closed-end funds.)	Weight		63.85	< 44.06	44.7 to 60.66	61.3 to 67.04	67.68 to 82.37	88.75

KRA Category : Customer

KRA Weightage : 25

KRA Description : investments as money market funds, bond or fixed income funds, stock or equity funds, hybrid funds or other. Funds may also be categorized as index funds, which are passively managed funds that match the performance of an index, or actively managed funds. Hedge funds are not mutual funds; hedge funds cannot be sold to the general public and are subject to different government regulations. Contents [hide] 1 History 1.1 Early history 1.2 Mutual funds today 2 Advantages and disadvantages to investors 2.1 Advantages 2.2 Disadvantages 3 Regulation and Operation 3.1 United States 3.2 European Union 3.3 Canada 3.4 Hong Kong 3.5 Taiwan 4 Fund structures 4.1 Open-end funds 4.2 Closed-end funds 4.3 Unit investment trusts 4.4 Exchange-traded funds 5 Classification of funds by types of underlying investments 5.1 Money market funds 5.2 Bond funds 5.3 Stock funds 5.4 Hybrid funds 5.5 Other funds 6 Expenses 6.1 Management fee 6.2 Distribution charges 6.3 Securities transaction fees incurred by the

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
Further information: Financial history of the Dutch Republic	Weight	10	10.000	< 6.9	7 to 9.5	9.6 to 10.5	10.6 to 12.9	13.9
The first modern investment funds (the precursor of today's mutual funds) were established in the Dutch Republic. In response to the financial crisis of 1772–1773, Amsterdam-based businessman Abraham (or Adriaan) van Ketwich formed a trust named Eendragt Maakt Magt ("unity creates strength"). His aim was to provide small investors with an opportunity to diversify.[3][4]	Ratio			9:8	1:9	10:11	22:7	12:2
Mutual funds were introduced to the United States in the 1890s. Early U.S. funds were generally closed-end funds with a fixed number of shares that often traded at prices above the portfolio net asset value. The first open-end mutual fund with redeemable shares was established on March 21, 1924 as the Massachusetts Investors Trust. (It is still in existence today and is now managed by MFS Investment Management.)	Value		999	< 689.31	699.3 to 949.05	959.04 to 1048.95	1058.94 to 1288.71	1388.61

KRA Category : Business

KRA Weightage : 25

KRA Description : Growth in the U.S. mutual fund industry remained limited until the 1950s, when confidence in the stock market returned. By 1970, there were approximately 360 funds with \$48 billion in assets.[5]

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
The introduction of money market funds in the high interest rate environment of the late 1970s boosted industry growth dramatically. The first retail index fund, First Index Investment Trust, was formed in 1976 by The Vanguard Group, headed by John Bogle	Units		205.63	< 141.88	143.94 to 195.35	197.4 to 215.91	217.97 to 265.26	285.83

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
it is now called the "Vanguard 500 Index Fund" and is one of the world's largest mutual funds. Fund industry growth continued into the 1980s and 1990s.								
According to Pozen and Hamacher, growth was the result of three factors:	Date			07/Feb/2018	20/Dec/2017	19/Oct/2017	10/Aug/2017	07/Jun/2017
A bull market for both stocks and bonds,	Days			45	30	21.00	14	7
n the United States, mutual funds play an important role in U.S. household finances. At the end of 2016, 22% of household financial assets	Percentage			79.50	86.52	172	40.60	60.00

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

Employee Name	Manager's name	Employee ID	Year
Amogh Lanke	Jayesh Menon	1003	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 & 15000 **	ASHOKRAO PATIL	1	This is mandatory
2	Environment Health and Safety *	Sunil Katekari	1	This is mandatory
3	Prevention of Sexual Harassment *		1	This is mandatory
4	Effective Communication Skills		2	
5	Getting Things Done		1	New product introductions (including funds based on municipal bonds, various industry sectors, international funds, and target date funds) and
6	The Super Manager	Amit Sanas	2	
7	Six Thinking Hats		1	Wider distribution of fund shares, including through employee-directed retirement accounts such as 401(k) and other defined contribution plans and individual retirement accounts (IRAs.)

8	Art of Charm	Anant Pednekar	1	Among the new distribution channels were retirement plans. Mutual funds are now the preferred investment option in certain types of fast-growing retirement plans, specifically in 401(k) and other defined contribution plans and in individual retirement accounts (IRAs), all of which surged in popularity in the 1980s.[6]
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*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	Mutual funds today	5.5	jaywant.pawar@vvfltd.com?Jaywant Pawar
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	