KRA	%	KPI	Weightage	%
Review Cyclename: 01 Oct 2023-30 Sep 2024				
IKAPS				**10%**
IKAPS	2%	Ownership	2%	
IKAPS		Client Management and Satisfaction	2%	
IKAPS		Teamwork	2%	
IKAPS		Execution and Excellence	2%	
IKAPS		Hygiene /Etiquettes /Behavior	2%	
	50%			50%
Project Planning and Execution		Project completion within budget and timeline	15%	
Project Planning and Execution		Project scope adherence	10%	
Project Planning and Execution		Stakeholder satisfaction	10%	
Risk Management		Proactive identification and mitigation of risks	10%	
Resource Management		Optimal allocation and utilization of resources & effective team management	10%	
Communication and Stakeholder Management		Timely and effective communication with stakeholders	15%	
Change Management		Effective management of project changes, Minimal impact of changes on project scope, budget, or timeline	10%	
Training & Support		Training and support for client, internal team member & build contingency for Athena support	5%	
New Tech Learning			5%	

myAadhaar

English ∨

We are experiencing difficulties in processing your payment/acknowledgement slip for the payment you made. Please check after some time. (OAR-VAL-ACK-INF-001) ✕
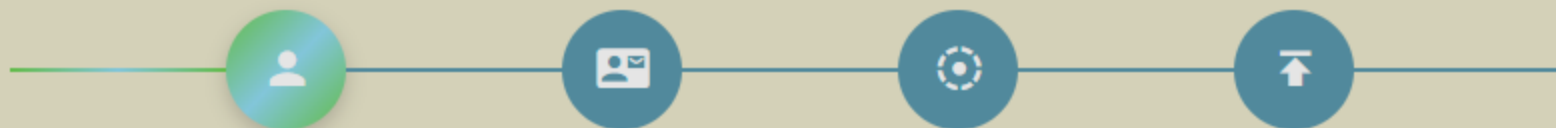
Dashboard › Order Aadhaar PVC Card

✓ Preview ————————————— ₹ Payment

Transaction Status	Success ✓
SRN	S1838770715960
Payment Date & Time	13/10/2025 15:09:13
Amount	₹50.00

⊘ Download Acknowledgement

Back

Go To Dashboard

CSF Form

Request For New PAN Card Or/And Changes Or Correction in PAN Data

Reference No ✖

Please note the reference number for this application. This may be used for future reference till application number is generated.

Reference Number:- VA0310025987

Ok

Application Mode:
PAN card mode:
Status of the Applicant:
Reference No:-

Personal Details:

☐ **Full Name*** (Full extended name, address, dob to be mentioned as appearing in proof of identity /address/ dob documents. Initials are not

--- Select Name Title---   Last Name/Surname

yatendra ranawat just joined gx. built an ai content engine at iksula that cut time to market 60 percent and hit 98 percent accuracy for ecommerce. 10 years in. once managed 40m skus with 99.8 percent on time delivery. wants to jam on powerbi and monetization.

Yatendra Singh Ranawat
Product Manager

SiteOne Process Optimization Weekly Review 16 Oct'25

iksula

#eCommerceUninterrupted

Goal's

➔ Better utilization of resources

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➔ Leverage data to enhance product content experience

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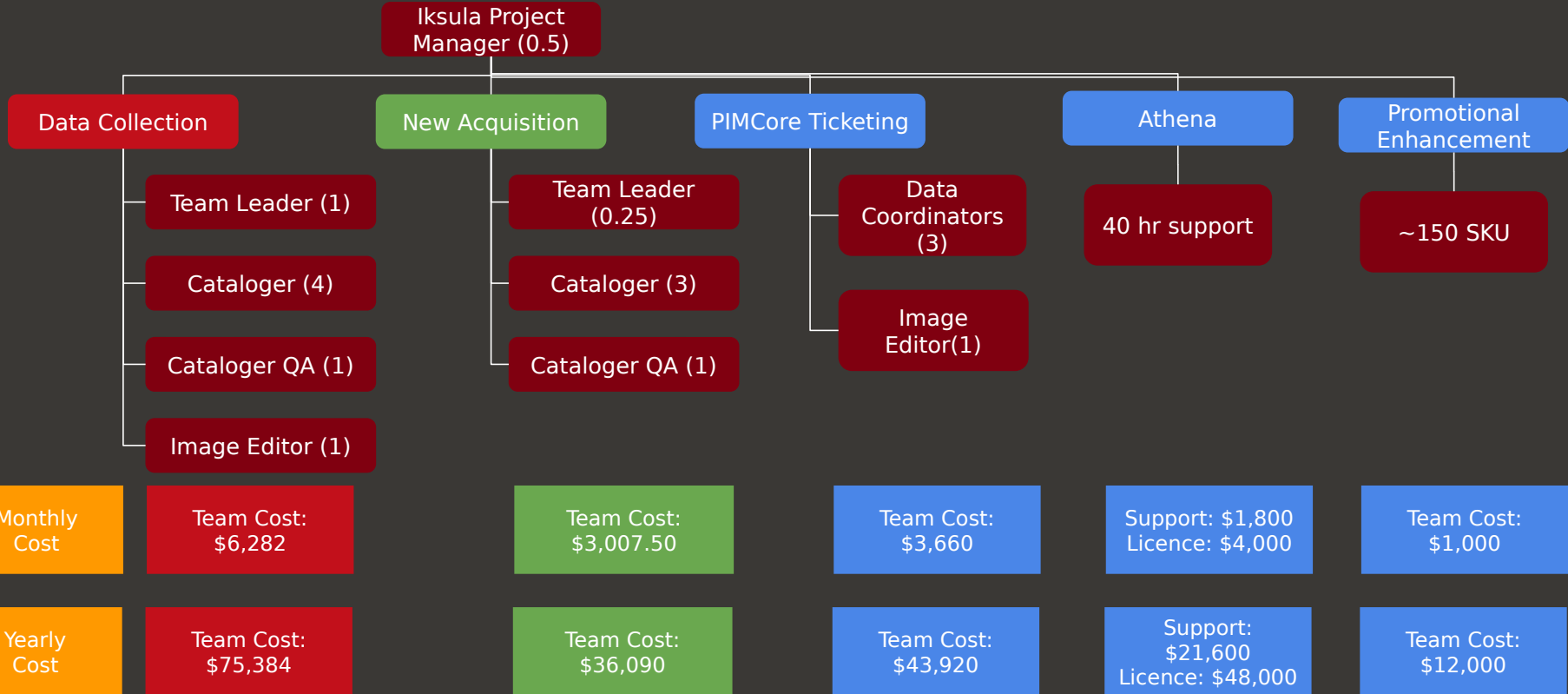
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Delivery Plan

https://docs.google.com/spreadsheets/d/17Chzdcujt7B-IcMyQjVi2AicUYnCoV30TPa72dT_ABk/edit?gid=0#gid=0

Iksula Team Details (as of Aug'25)

iksula
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Iksula Project Manager (0.5)

Data Collection
- Team Leader (1)
- Cataloger (4)
- Cataloger QA (1)
- Image Editor (1)

New Acquisition
- Team Leader (0.25)
- Cataloger (3)
- Cataloger QA (1)

PIMCore Ticketing
- Data Coordinators (3)
- Image Editor(1)

Athena
- 40 hr support

Promotional Enhancement
- ~150 SKU

| Monthly Cost | Team Cost: $6,282 | Team Cost: $3,007.50 | Team Cost: $3,660 | Support: $1,800 Licence: $4,000 | Team Cost: $1,000 |
| Yearly Cost | Team Cost: $75,384 | Team Cost: $36,090 | Team Cost: $43,920 | Support: $21,600 Licence: $48,000 | Team Cost: $12,000 |

3 dedicated resources for 3 months (October to December)

Thank You

आयकर विभाग
INCOME TAX DEPARTMENT

भारत सरकार
GOVT. OF INDIA

ई– स्थायी लेखा संख्या कार्ड

e - Permanent Account Number (e-PAN) Card

BKSPD9720P

नाम / Name	**ABHILASHA DUBEY**
पिता का नाम / Father's name	**PREMNARAYAN DUBEY**
जन्म की तारीख / Date of Birth	**13/01/1992**
लिंग / Gender	**Female**

PAN Application is DIGITALLY SIGNED.
This Card is Not Valid Unless Physically Signed

हस्ताक्षर / Signature

✓ Permanent Account Number (PAN) facilitate Income Tax Department linking of various documents, including payment of taxes, assessment, tax demand tax arrears, matching of information and easy maintenance & retrieval of electronic information etc. relating to a taxpayer.
स्थायी लेखा संख्या (पैन) एक करदाता से संबंधित विभिन्न दस्तावेजों को जोड़ने में आयकर विभाग को सहायक होता है, जिसमें करों के भुगतान, आकलन, कर मांग, टैक्स बकाया, सूचना के मिलान और इलक्ट्रॉनिक जानकारी का आसान रखरखाव व बहाली आदि भी शामिल है ।

✓ Quoting of PAN is now mandatory for several transactions specified under Income Tax Act, 1961 (Refer Rule 114B of Income Tax Rules, 1962)
आयकर अधिनियम, 1961 के तहत निर्दिष्ट कई लेनदेन के लिए स्थायी लेखा संख्या (पैन) का उल्लेख अब अनिवार्य है (आयकर नियम, 1962 के नियम 114B, का संदर्भ लें)

✓ Possessing or using more than one PAN is against the law & may attract penalty of upto Rs. 10,000.
एक से अधिक स्थायी लेखा संख्या (पैन) का रखना या उपयोग करना, कानून के विरुद्ध है और इसके लिए 10,000 रुपये तक का दंड लगाया जा सकता है।

✓ This e-PAN Card contains Enhanced QR Code which is readable by a specific Android Mobile App. Keyword to search this specific Mobile App on Google Play Store is "PAN QR Code Reader".
इसई-स्थायी लेखा संख्या (e-PAN) कार्ड में वर्धित क्यूआर कोड शामिल है जो एक विशिष्ट एंड्रॉइड मोबाइल ऐप द्वारा पठनीय है। Google Play Store पर इस विशिष्ट मोबाइल ऐप को खोजने के लिए कीबर्ड "PAN QR Code Reader" है।

- Cut -

आयकर विभाग
INCOME TAX DEPARTMENT

भारत सरकार
GOVT. OF INDIA

ई-स्थायी लेखा संख्या कार्ड
e - Permanent Account Number Card

BKSPD9720P

नाम / Name
ABHILASHA DUBEY

पिता का नाम / Father's Name
PREMNARAYAN DUBEY

जन्म की तारीख / Date of Birth

13/01/1992

◄ PAN Application Digitally Signed,Card Not Valid Unless Physically Signed

Fold

In case this card is lost / found, kindly inform / return to :
**Income Tax PAN Services Unit, UTIITSL
Plot No. 3, Sector 11, CBD Belapur,
Navi Mumbai - 400 614.**

इस कार्ड के खोने/पाने पर कृपया सूचित करें/लौटाएं :
आयकर पैन सेवा यूनिट, UTIITSL
प्लाट नं: ३, सेक्टर ११ , सी.बी.डी.बेलापुर,
नवी मुंबई-४०० ६१४.

SiteOne Process Optimization Weekly Review 16 Oct'25

iksula

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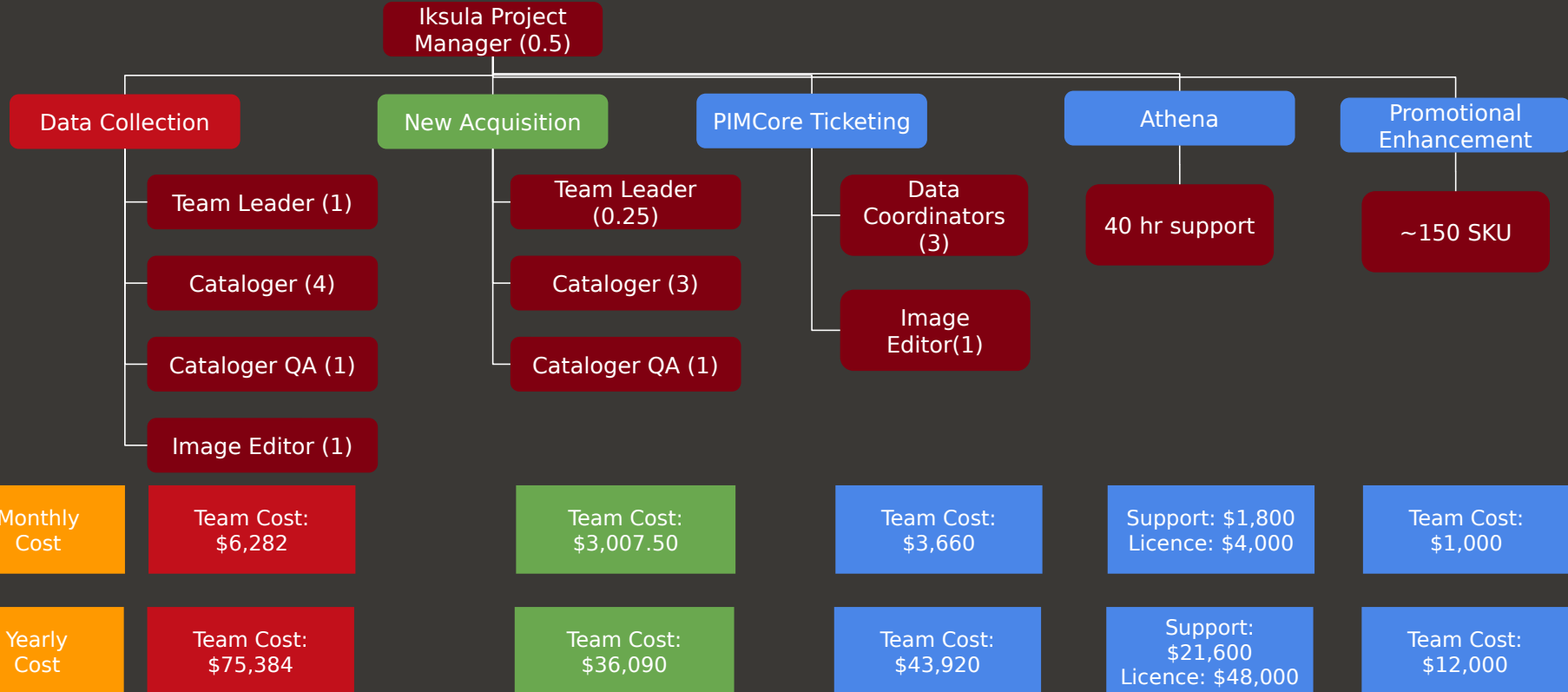
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Thank You

KRA
IKAPS
Project Planning and Execution
Risk Management
Resource Management
Communication & Stakeholder Management
Change Management
Training & Support
New Tech Learning

KPI
Ownership
Client Management and Satisfaction
Teamwork
Execution and Excellence
Hygiene / Etiquettes / Behavior
Project completion within budget and timeline
Project scope adherence
Stakeholder satisfaction
Proactive identification & mitigation
Optimal utilization & team management
Timely & effective communication
Project change control
Knowledge sharing & readiness
Upskilling & knowledge sharing
AI initiative and automation

Description / Measurement	Weightage %
≥97% milestones delivered on time; escalation turnaround ≤12 hrs	2%
Maintain CSAT ≥4.6/5; achieve NPS ≥+50; capture quarterly VOC	2%
Peer/360 feedback ≥4.5/5; mentor one junior to independent delivery	2%
UAT defect leakage <1.5%; rework <3%; add one quality automation	2%
100% timesheet compliance; zero violations; lead one culture initiative	2%
≥95% milestones on/before plan; cost/schedule variance ≤3%;	10%
Scope creep <2%; approvals median ≤5 business days	10%
Release satisfaction ≥4.6/5; zero unresolved feedback at release	10%
Predictive risk scoring; ≤1 medium risk materialized per quarter; mitigation plan ≤2 business days	10%
Utilization 85–90%; overtime <5 hrs/person/month; 3-deep coverage; TL succession plan	10%
Weekly status on projects with Team Utilization; live automated dashboard; proactive escalation ≤1 business day	10%
Athena Issue Resolve ≤3 business days; rework <3%; success rate ≥98%	5%
≥12 sessions; ≥3 trained backups; reduce Athena tickets by 20%	5%
Complete 1 advanced cert; lead 2 AI tech Project	5%
Productionize 1 AI solution achieving ≥15% productivity gain or ≥20% cycle-time reduction	15%

भारत गणराज्य / REPUBLIC OF INDIA

टाइप / Type	कोड / Code	राष्ट्रीयता / Nationality	पासपोर्ट न. / Passport No.
P	IND	भारतीय / INDIAN	Y3034786

उपनाम / Surname
RANWAT

दिया गया नाम / Given Name(s)
YATENDRA SINGH

जन्मतिथि / Date of Birth   लिंग / Sex
03/08/1992   **M**

जन्म स्थान / Place of Birth
RATLAM,MADHYA PRADESH

जारी करने का स्थान / Place of Issue
BHOPAL

जारी करने की तिथि / Date of Issue
13/06/2024

समाप्ति की तिथि / Date of Expiry
12/06/2034

L

P<INDRANWAT<<YATENDRA<SINGH<<<<<<<<<<<<<<<<
Y3034786<1IND9208038M3406120206968110 6624<94

भारत सरकार
Government of India

भारतीय विशिष्ट ओळख प्राधिकरण
Unique Identification Authority of India

नोंदणी क्रमांकः/ Enrolment No.: 0000/00802/19111

To
यतेंद्र सिंह रानावत
Yatendra Singh Ranwat
S/O Jitendra Singh Ranwat,
1122,29,
Near Aastha Talkies,
Nanda Nagar,
VTC: Indore,
PO: Vijay Nagar,
District: Indore,
State: Madhya Pradesh,
PIN Code: 452010,
Mobile: 9755619106

Signature Not Verified
Digitally signed by DS Unique
Identification Authority of India
05
Date: 2025.10.12 09:47:44
IST
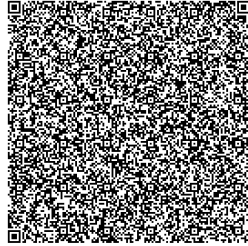
आपला आधार क्रमांक / Your Aadhaar No. :

4477 9063 1077

VID : 9114 2321 6325 4021

माझे आधार, माझी ओळख

माहिती / INFORMATION

- आधार हा ओळखीचा पुरावा आहे, नागरिकत्वाचा किंवा जन्मतारखेचा नाही. जन्मतारीख आधार क्रमांक धारकाने प्रस्तुत केलेल्या नियमांमध्ये निर्दिष्ट केलेल्या जन्मतारीख दस्तऐवजाच्या पुराव्याद्वारे समर्थित असलेल्या माहितीवर आधारित आहे.
- ह्या आधार पत्राची पडताळणी UIDAI-नियुक्त प्रमाणीकरण एजन्सीद्वारे ऑनलाइन प्रमाणीकरणाद्वारे किंवा अँप स्टोअरमध्ये उपलब्ध mAadhaar किंवा Aadhaar QR स्कॅनर अँप वापरून किंवा www.uidai.gov.in वर उपलब्ध सुरक्षित QR कोड रीडर अँप वापरून QR कोड स्कॅनिंगद्वारे सत्यापित केले जावे.
- आधार अद्वितीय आणि सुरक्षित आहे.
- ओळख आणि पत्त्याला आधार देणारी कागदपत्रे आधार नोंदणीच्या तारखेपासून दर 10 वर्षांनी आधारमध्ये अद्यतनित केली जावीत.
- आधार तुम्हाला विविध सरकारी आणि गैर-सरकारी लाभ/सेवांचा लाभ घेण्यास मदत करते.
- आधारमध्ये तुमचा मोबाईल नंबर आणि ईमेल आयडी अपडेट ठेवा.
- आधार सेवांचा लाभ घेण्यासाठी mAadhaar अँप डाउनलोड करा.
- आधार/बायोमेट्रिक्स वापरत नसताना सुरक्षितता सुनिश्चित करण्यासाठी लॉक/अनलॉक आधार/बायोमेट्रिक्सचे वैशिष्ट्य वापरा.
- आधारची मागणी करणाऱ्या संस्थांनी संमती घेणे बंधनकारक आहे.
- Aadhaar is proof of identity, not of citizenship or date of birth (DOB). DOB is based on information supported by proof of DOB document specified in regulations, submitted by Aadhaar number holder.
- This Aadhaar letter should be verified through either online authentication by UIDAI-appointed authentication agency or QR code scanning using mAadhaar or Aadhaar QR Scanner app available in app stores or using secure QR code reader app available on www.uidai.gov.in.
- Aadhaar is unique and secure.
- Documents to support identity and address should be updated in Aadhaar after every 10 years from date of enrolment for Aadhaar.
- Aadhaar helps you avail of various Government and Non-Government benefits/services.
- Keep your mobile number and email id updated in Aadhaar.
- Download mAadhaar app to avail of Aadhaar services.
- Use the feature of Lock/Unlock Aadhaar/biometrics to ensure security when not using Aadhaar/biometrics.
- Entities seeking Aadhaar are obligated to seek consent.

भारत सरकार
Government of India

Aadhaar no. issued: 25/10/2015

यतेंद्र सिंह रानावत
Yatendra Singh Ranwat
जन्म तारीख/DOB: 03/08/1992
पुरुष/ MALE

आधार हा ओळखीचा पुरावा आहे, नागरिकत्व किंवा जन्मतारखेचा नाही.
हे फक्त पडताळणीसाठी वापरले जावे (ऑनलाइन प्रमाणीकरण किंवा Qr कोडचे स्कॅनिंग/ ऑफलाइन XML)
Aadhaar is proof of identity, not of citizenship or date of birth. It should be used with verification (online authentication, or scanning of QR code / offline XML).

4477 9063 1077

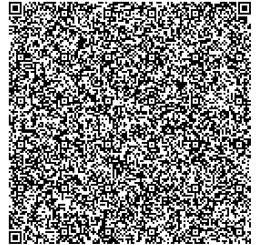## माझे आधार, माझी ओळख

भारतीय विशिष्ट ओळख प्राधिकरण
Unique Identification Authority of India

Details as on: 12/10/2025

पत्ता:
आत्मज जितेन्द्र सिंह रानावत, 1122,29, नियर आस्था टॉकीज, नंदा नगर, इंदौर, विजय नगर, इंदौर,
मध्य प्रदेश - 452010

Address:
S/O Jitendra Singh Ranwat, 1122,29, Near Aastha Talkies, Nanda Nagar, Indore, PO: Vijay Nagar, DIST: Indore,
Madhya Pradesh - 452010

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VID : 9114 2321 6325 4021

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