

FCI ARAVALI GYPSUM AND MINERALS INDIA LTD.

PERFORMANCE EVALUATION PARAMETERS AND TARGETS.

Creterion	Targets						
	Unit	Weight	Excellent	Very Good	Good	Fair	Poor
Part A II							
II. Dynamic Parameters (35%)							
I. Quality (3%)							
ISO18000 Certification for Mohangarh Gypsum Mine	Date	3	31.01.2013	15.02.2013	29.02.2013	16.03.2013	31.03.2013
II.Customer Satisfaction(Customer Orientation) (3%)							
Customer Satisfaction index of target 0.6 (remaining settled within 1 month	%	3	100	90	85	80	75
iii. HRD (5%)							
a. Annexure XIV		5	As per details given at Annexure XIV				
b. Representation of Minority member in recruitment ,Committees (1%)		1	100	95	90	85	
iv. Research & Development (5%)		5	As per details given at Annexure XII				
v. Project Implementation (expansion) (4%)							
a.Capacity expansion of one Gypsum Mine	Date	1	31.01.2013	15.02.2013	29.02.2013	16.03.2013	31.03.2013
b.Renewal /consent of three gypsum mines	Date	3	31.01.2013	15.02.2013	29.02.2013	16.03.2013	31.03.2013
vi. Capital Expenditure (4%)							
a.Installation of weigh bridge at Dhandra Gypsum Mine	Date	2	31.01.2013	15.02.2013	29.02.2013	16.03.2013	31.03.2013
b. Installation of Plotter at Jodhpur office	Date	2	31.01.2013	15.02.2013	29.02.2013	16.03.2013	31.03.2013
vii. CSR (5%)		5	As per details given at Annexure XI				
viii.Corporate Governanace (5%)							
a.Compliance of Corporate Governance norms as applicable to	%	4	100	90	80	70	60
b.Submission of Data for PSE Survey	Date	1	31.01.2013	15.02.2013	29.02.2013	16.03.2013	31.03.2013
Sub Total-A II		35					
Part B							
I Sector Specific (9%)							
i. Gypsum Production	LMT	4	10.50	10.00	9.50	9.00	8.50
ii. Collabroration with agriculture Universities for Extension / field	Rs. In Lacs	5	10	9	8	7	6
Sub Total B I		9					
II. Enterprise specific & Efficiency Parameters (1%)							
i.Output/Man- shifts (OMS)	Metric Tonne	1	25	23	20	18	17
III Sustainable Development (5%)		5	As per details given at Annexure XIII				
Sub Total-BII		6					
TOTAL		50					