

**MEMORANDUM OF UNDERSTANDING
FOR THE YEAR 2013-2014**

BETWEEN

**NATIONAL BUILDINGS CONSTRUCTION
CORPORATION LTD.**

AND

**MINISTRY OF URBAN DEVELOPMENT
GOVERNMENT OF INDIA**



**COMMITTED TO CUSTOMERS' DELIGHT
NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED**

MEMORANDUM OF UNDERSTANDING

BETWEEN

NBCC AND MOUD FOR THE YEAR 2013-14

PART- I

CORPORATE VISION AND OBJECTIVES

CORPORATE VISION:

Our vision is to be a widely admired and preferred construction services company.

MISSION:

- To supply customers with practical, secure, innovative and cost-efficient construction products and services that meets their needs as well as providing the necessary supporting infrastructure.
- To act in a socially responsible way to contribute to national wealth, whilst upholding our responsibility for the environment and promoting the well-being of our customers, employees, shareholders and other stakeholders.
- To achieve a premier position by developing and adopting best practices and state-of-the art technology in construction services and related activities for gaining a competitive advantage.
- To deliver value to projects through cost and planning optimization and effective risk management.
- To become the first ranked company of the Government of India in the field of Contract and Construction Services.

OBJECTIVES:

1. Implementing management practices that encourage value added innovative construction services delivery.
2. Managing industry, organizational and contractual relationships in an ethical, fair and professional manner.
3. Maintaining the flexibility of structure, policies and system necessary to accomplish the corporate mission in the face of changing circumstances and needs.
4. Conducting operations in a way that helps protect and promote the natural environment.
5. Building brand awareness.
6. Maintaining Human resources management practices that advocate and advance the well-being of employees, as well as their personal and professional development.
7. Continuing participation in the Government initiatives for development of remote areas.
8. To achieve a more diversified revenue base.

PART-II

AUTONOMY AND DELEGATION OF FINANCIAL POWERS

- NIL -

NATIONAL BUILDINGS CONSTRUCTION CORPORATION LIMITED

MOU ASSESSMENT FORMAT - 2013-2014

Sl. No	Evaluation Criteria	Unit	Weight	Basic Target (BT)	Excellent	Very Good	Good	Fair	Poor	Documentary Evidence
			(in %)	(Target)	(1)	(2)	(3)	(4)	(5)	
			(100)	(Target)	(1)	(2)	(3)	(4)	(5)	
I	Static/Financial Parameter									
	a) Financial Indicators Profit related ratios									
	i) Gross Margin / Gross sales	%	10	4.81%	5.20%	5.00%	4.81%	4.26%	4.22%	Annual Report
	ii) Operating turnover/ Employee	Rs. Lac.	12	158.52	176.13	167.33	158.52	149.71	140.91	Annual Report
	b) Financial Indicators-size related									
	i) Gross Margin	Rs. Cr.	8	173.00	208.00	190.00	173.00	145.00	135.00	Annual Report
	ii) Gross Sales	Rs. Cr.	4	3600	4000	3800	3600	3400	3200	Annual Report
	c) Financial returns-productivity related									
	i) PBDIT/Total Employee	Rs. Lac.	7	7.62	9.16	8.37	7.62	6.38	5.94	Annual Report
	ii) Added Value / Sales	%	9	3.07%	3.64%	3.35%	3.07%	2.42%	2.26%	Annual Report
	Sub Total - I		50							
II	Dynamic Parameters									
	d) HRM		5							As per Annexure-A
	e) R&D		5							As per Annexure-B
	f) Corporate Social Responsibility(CSR) and Sustainability.		8							As per Annexure-C
	g) Project Implementation. (10 high value projects from where substantial revenue is expected)		10							As per Annexure-D1
	h) Project Implementation. (5 with time schedule fo completion)		5							As per Annexure-D2
	Sub total - II									
III	Sector Specific Parameters									

MoU 2013-14
Approved by: *[Signature]*

Signed *[Signature]*

Sl. No	Evaluation Criteria		Unit	Weight (in %)	Basic Target (BT)	Excellent	Very Good	Good	Fair	Poor	Documentary Evidence
				(100)	(Target)	(1)	(2)	(3)	(4)	(5)	
i)	New Order during the Year		Rs./Cr.	10	4000	4800	4400	4000	3600	3200	Annual Report & Order Book
j)	Ration between nomination and tender routes for new order booking		Ratio	2	80 : 20	75 : 25	77 : 23	80 : 20	85 : 15	90 : 10	Annual Report & Order Book
Sub total - III				12							
IV	Enterises specific Parameters										
k)	Compliance of Corporate Governance. (CPSE will Comply the SEBI as well as DPE guidelines for listed CPSE.)		%		60-74 (0.5 Penalty)	85 (No Penalty)	75-84 (No Penalty)	60-74 (0.5 Penalty)	50-59 (0.5 Penalty)	Below 50 (1.00 Penalty)	Letter from MOUD.
l)	Removal of audit qualifications in the book of accounts (in main audit and suplimentary audit reports)		No. of qualifications	2		No qualification	1	2	3	4 or more	Annual Report
m)	Following studies would be impelemented.										
	i. Web-based project monitoring of projects with contract value of Rs. 100 Cr. and above.		Date	1.5	28.02.14	31.01.14	15.02.14	28.02.14	15.03.14	31.03.14	List of projects monitored through application with sample reports.
	ii. Excution of one Green building project.		%	1.5	15.02.14	31.12.14	31.01.14	15.02.14	28.02.14	15.03.14	Project details stating Green features.
Sub total - IV				5							
Total (I+II+III+IV)				100							
	Order Book as on 31st March		Rs.Crore		10,562	10,162	10,362	10,562	10,962	11,162	
	Gross Profit				217.50	241.67	229.58	217.50	193.33	181.25	
	Gross Block		Rs.Crore		39.00	39.00	39.00	39.00	39.00	39.00	
	Net Profit				141.53	157.25	149.39	141.53	125.80	117.94	
	Capital Employed		Rs.Crore		626.00	626.00	626.00	626.00	626.00	626.00	
	Net Worth				964.49	1,071.66	1,018.07	964.49	857.32	803.74	
	Total Employee				2,271.00	2,271	2,271	2,271	2,271	2,271	
	Added Value (Gross Margin - 0.10 * Capital Employed)		Rs.Crore		110.40	145.40	127.40	110.40	82.40	72.40	
	Note:- Gross Margin (PBDIT) has been calculated after exclusion of interest from Fixed Deposits (net of interest payable for deposits to clients) and Mutual Funds for the purpose of MoU.										
	MoU 2013-14 Approved by DPE/TF										

Template for HRM Performance Evaluation under Memorandum of Understanding

Sl. No.	HRM - PERFORMANCE INDICATORS	Measurement Unit	Weightage	Target value under five point scale - Basic Target (Good/Very Good)- To be filled at the time of submission of draft MoU by CPSE	Verification Document
1	% actualization of Training Plan & Training Days per employee per year (for all employees)	Days / per employee per year (Mandays)	1	1.00 -Excellent (2300 Mandays) 0.80 -Very Good (1820 Mandays) 0.60 - Good (1370 Mandays) 0.50 - Fair (1140 Mandays) <0.40 - Poor (900 Mandays)	Certification by Training Head
2	% fulfillment of training plan for Multi-skilling / skill Upgradation of non-executives (**)	No of employees	1	120 - Excellent 100 - Very Good 70 - Good 60 - Fair 50 - Poor	Certification by Training Head
3	Risk Management Training courses to Sr. Management Personnels. (*)	Mandays	1	25 - Excellent 20 - Very Good 5 - Good 10 - Fair < 10 - Poor	Certification by Training Head
4	Implementation of the sponsoring Sr. Executives for Advanced Management Programme. (*)	No of employees	1	4 - Excellent 3 - Very Good 2 - Good 1 - Fair 0 - Poor	Certification by Training Head
5	Project Management Programme for the Technical Executives. (*)	Mandays	1	120 - Excellent 100 - Very Good 70 - Good 60 - Fair 50 - Poor	Certification by Training Head
Total			5		

NB: Total manpower considered is 2271 whereas A & B category employees are 825.

(*) These parameters are applicable only on A & B Category employees only.

(**) This parameter is for the group "C" and "D" category employee.

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R&D PERFORMANCE TARGET SETTING CUM EVALUATION TEMPLATE
MOU 2013-14

1. To be filled and submitted by each CPSE to the Task Force prior to Annual Target Setting as well as performance evaluation of MoU.
2. Circuit Breaker: Any CPSE which has not got its specific R&D Plan and R&D Budget passed by its Board will automatically be rated as "Poor" in R&D of MoU.
3. CPSE, while submitting self-evaluation report to DPE, will not fill up score allotted for each Table and the Total Score, as the same will be awarded by the Task Force at the time of performance evaluation of the MoU.

Table-1 Mandatory Parameter - Total R&D Expenditure as a percentage of PAT									
1	2	Unit	Weightage	Performance Target					Achievement
				Excellent	Very Good	Good	Fair	Poor	
1	2	3	4	5	6	7	8	9	10
1	Total R&D Expenditure as % of PAT (Please refer para 3.8 (i) of the Guideline)	Rs. Lac.	2.5	(0.5% of PAT) 95*	(0.45% of PAT) 86	(0.4% of PAT) 76	(0.35% of PAT) 67	(0.3% of PAT) 57	

*PAT for year 2011-12 is Rs. 190.17 Crore.

Total Score for this table	2.5
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Score allotted by the Task Force	
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Table-2 Projects chosen by CPSE

At the time of draft MoU : Every year, CPSEs shall submit R&D projects (Maharatna & Navratna-Five projects, Miniratna OI & II and other CPSEs below :- Three projects alongwith one most important/vital/key performance Indicator to Task force at the time of draft MoU. The Task Force will approve the same or add any other R&D projects alongwith performance indicator(s).

At the time of MoU Evaluation: The verification of achievement in respect of approved performance indicator(s) and evaluation/rating of each R&D Project will be done by Independent Expert/Research Advisory Committee of CPSE. Such evaluation/rating will be considered /accepted by Task Force during evaluation for allotting MoU score on R&D.

				Target Value					a)
1	2	3	4	5	6	7	8	9	10
Sl. No.	Projects Chosen (Annex.-I)	Performance Indicator (Annex.-II)	Wight-age	Excellent	Very Good	Good	Fair	Poor	Evidence
2.1	Implementation of Project Monitoring software at projects valuing more than 100 Crore.	Project monitoring reports from the software.	0.5	31.03.14	-	-	-	-	Approval from R&D Committee Director.
2.2	Research on water consumption in construction.	Interim Report.	0.5	31.03.14	-	-	-	-	-do-
2.3	Research on Pre-fab structures.	Interim Report.	0.5	31.03.14	-	-	-	-	-do-
2.4	Following Research studies would be initiated during MOU period :								
	a. Risk Management in large infrastructure projects including projects.	Interim Report.	0.5	31.03.14	-	-	-	-	-do-
	b. Development of Transfer-Operate-Transfer (TOT) framework for facility management.	Interim Report.	0.5	31.03.14	-	-	-	-	-do-

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Total Score for this table	2.5
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Score allotted by the Task Force	
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

Total Score on R&D	5
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Total allotted score for both tables	
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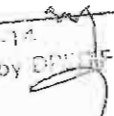
MoU Parameters for CSR & Sustainability for Year 2013-14

S.No.	Activities	Unit	Weightage	Excellent	Very Good	Good	Fair	Poor	Documentary evidence
1	Projects selected under for CSR :								
a)	Merit-cum-Means Scholarship Scheme.	Rs. Lacs.	1	5	4	3	2	1	Expenditure details.
b)	Conducting Skills and Entrepreneurship Development Program.	Rs. Lacs.	1	8	6	4	2	1	Expenditure details.
c)	Construction / Repair of Roads, Community Centres, Schools, Toilets, Drinking water facilities in some areas of Sawaimadhapur district of Rajasthan.	Rs. Lacs.	1	120	80	50	30	20	Project details.
d)	Construction / Repair of Roads, Community Centres, Schools, Toilets, Drinking water facilities in some areas of Tripura and Mizoram.	Rs. Lacs.	1	50	40	30	20	10	Project details.
2	Projects selected under Sustainability :								
e)	Implementing energy efficient lighting system measure at NBCC Corporate office.	Date	1	31.03.14	-	-	-	-	Project details.
f)	Rain water harvesting at 2 Real Estate projects of NBCC.	Date	1	31.03.14	-	-	-	-	Project details.

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MOU Parameters for CSR & Sustainability for Year 2013-14

S.No.	Activities	Unit	Weightage	Excellent	Very Good	Good	Fair	Poor	Documentary evidence
3	Information of projects at a) to e) is to be provided as below:								
	a) The name of the project, b) Date of start of the project, c) Annual targets planned for the year, d) Budgetary allocation for the planned annual targets, e) Name of the agency for baseline survey/need assessment, f) Name of the agency for implementation of the activity/project. g) Name of the agency selected for monitoring activity/project, h) The involvement of the CPSE in any or all these activities to be specified, i) Date of completion of the activities/projects planned for that year, j) The name of the agency engaged for evaluation of the completed project/activity during the year. k) Report of the evaluating agency, l) The social impact assessment report, if any, in cases of activities/projects completed during the year.	Complete information provided for No. of Projects	2	6	5	4	3	2	Project informations.
	Total		8						
* A committee on CSR and Sustainability is headed by a Director to monitor these activities.									

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PROJECT IMPLEMENTATION TARGETS (MILE STONE MOU 2013-14)

ANNEXURE- D1

S. No.	Name of Project	Unit	Weightage	Contract Value (Rs. Cr.)	Balance WL as on 01.04.13	Trgt. date of completion / Value of work to be done during the yr.	Excellent	Very Good	Good	Fair	Poor	Documentary evidence
A	High Value Projects											
1	NBCC Green view Sector 37D, Gurgaon	Rs. Cr.	1	296.00	269.18	80.00	100.00	90.00	80.00	75.00	70.00	Billing during the year
2	CRPF Group Centre, Sonapat, Haryana	Rs. Cr.	1	200.00	105.44	50.00	60.00	55.00	50.00	45.00	40.00	Billing during the year
3	NBCC Heights Sector 89, Gurgaon	Rs. Cr.	1	181.00	140.41	60.00	80.00	70.00	60.00	55.00	50.00	Billing during the year
4	IIT Patna	Rs. Cr.	1	167.00	160.00	70.00	75.00	72.00	70.00	68.00	65.00	Billing during the year
5	HNBG University, Srinagar, Package-III & IV	Rs. Cr.	1	128.80	57.17	31.00	35.00	33.00	31.00	29.00	27.00	Billing during the year
6	Admin building, Training block, barracks etc. for CRPF CIAT school at Shivpuri, MP	Rs. Cr.	1	104.00	98.34	36.00	40.00	38.00	36.00	34.00	32.00	Billing during the year
7	ESIC Hospital at Ankleshwar	Rs. Cr.	1	90.00	67.06	41.00	45.00	43.00	41.00	39.00	37.00	Billing during the year
8	Mathematics, Physics, Chemistry and EEC Departments at SVNIT, Surat	Rs. Cr.	1	85.88	75.88	31.00	35.00	33.00	31.00	29.00	27.00	Billing during the year
9	CISF Ranchi	Rs. Cr.	1	86.00	86.00	8.00	10.00	9.00	8.00	5.00	4.00	Billing during the year
10	CRPF Balaghat	Rs. Cr.	1	85.00	70.00	25.00	28.00	27.00	25.00	23.00	20.00	Billing during the year
	Total Weightage		10									

MoU 2013-14
Approved by DPE/TE
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PROJECT IMPLEMENTATION TARGETS (MILE STONE MOU 2013-14)

ANNEXURE-D2

S. No.	Name of Project	Unit	Weightage	Contract Value (Rs. Cr.)	Balance WL as on 01.04.13	Trgt. date of completion / Value of work to be done during the yr.	Excellent	Very Good	Good	Fair	Poor	Documentary evidence
B Projects due for completion during FY												
1	IB Works, Dwaraka	Date	1	69.00	42	10/03/14	15/02/14	28/02/14	10/03/14	20/03/14	31/03/14	Client/Third Party Certification
2	Real Estate, Khekhra Ph-I	Date	1	133.00	25.94	31/01/14	31/12/13	15/01/14	31/01/14	15/02/14	01/03/14	Client/Third Party Certification
3	Extension to IPO building at Dwaraka	Date	1	30.00	12.49	28/02/14	31/01/14	15/02/14	28/02/14	15/03/14	31/03/14	Client/Third Party Certification
4	International Hostel for NIT Durgapur	Date	1	18.00	3.00	25/02/14	25/01/14	10/2/2014	25/02/14	12/3/2014	27/03/14	Client/Third Party Certification
5	CIL Kolkata	Date	1	126.00	20.00	31/01/14	31/12/13	15/01/14	31/01/14	15/02/14	28/02/14	Client/Third Party Certification
Total Weightage			5									

MoU 2013-14
 Approved by DPE/TF
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PART-IV


COMMITMENTS / ASSISTANCE FROM THE GOVERNMENT:

1. To pursue with Government of National Capital Region: Territory (GNCTD) to comply with the orders of High Court relating to land at Ghitorni.

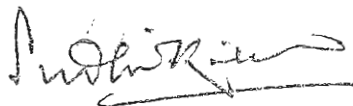
PART-V

ACTION PLAN FOR IMPLEMENTATION AND MONITORING OF THE MOU

Performance will be reviewed by the Corporation on quarterly basis and on half-yearly basis by the Ministry of Urban Development against the targets given in this MOU.



VISHNU P. DAS
Chairman-cum-Managing Director
National Buildings Construction
Corporation Ltd.
New Delhi.



Dr. SUDHIR KRISHNA, IAS
Secretary (UD)
Ministry of Urban Development
Government of India
New Delhi.

Annexure-VIII

Rs.in Crores

TREND OF CPSE'S PERFORMANCE OF FINANCIAL PARAMETERS FOR LAST 5 YEARS

Particulars	2008-09		2009-10		2010-11		2011-12		2012-13		2013-14
	MoU	Actual	MoU	Actual	MOU	Actual	MoU	Actual	MOU	projected for 2012-13	Proposed
Production											
Gross Sales	1950	2041.2	1950	2982	2540	3126.77	3400.00	3429.32	3500.00	3200.00	3600.00
Gross Margin	150	246.24	150	183	143	217.16	204.00	299.18	211.00	197.20	221.50
Profit before tax	140.5	239.95	140.5	175	137	209.63	194.00	289.83	199.00	185.20	217.50
Gross Block	31	23.42	27	36	30	35.93	37.00	36.15	38.00	36.00	39.00
Less dep.	17.23	10.1	17.87	10.67	11.5	11.68	12.25	12.52	11.75	12.60	13.71
Net block	13.77	13.32	9.13	25	18.5	24.25	24.75	23.63	26.25	23.40	25.29
Share capital of CPSE.	90	90	90	90	90	90	90	120.00	120	120.00	120.00
Reserve & Surplus of CPSE.	316.66	367.3	387.4	456.53	508.89	564.14	662.24	675.49	740.84	751.78	836.38
Less deferred reve.exp pre-acquisition loss	0	0.03	0	0	0	0	0.00	0.00	0.00	0.00	0.00
Less Profit & Loss A/c	0	0	0	0	0	0	0.00	0.00	0.00	0.00	0.00
Net worth of CPSE	406.6	457.26	477.4	546.53	598.89	654.14	752.24	795.49	860.84	871.78	956.38
Investment	0	7.74	6.5	250.14	7	172.58	340.00	223.63	325.00	310.00	350.00
Sundry debtors/sales	35.80%	38.10%	15.1	29.58	33.47	781.69	850.00	857.33	875.00	800.00	900.00
Inventory	13	14.85	14	14.87	15	13.4	16	10.73	17.00	11.00	11.00
Total Current assets	2027.56	2613.93	2304.77	2752.14	2505.1	3280.14	2721	3694.02	3115	3547.38	3601.87
Total current liabilities & provision.	1657.53	2177.74	1848	2486.24	1938.2	2828.03	2339.81	3154.19	2611.91	3029.00	3040.78
Net current assets	370.03	436.19	456.77	265.89	566.89	452.08	381.19	539.83	503.09	529.38	572.09
Capital employed (Net block + net current assets)	383.8	460.01	465.9	291.03	585.39	476.34	405.94	563.46	529.34	552.78	597.38
Total debt (loan funds)	0	0	0	0	0	0	0	0	0	0	0
Total assets	406.66	457.3	477.4	546.53	598.89	654.15	752.24	795.49	860.84	871.83	956.38
No of employess of CPSE.	2427	2344	2350	2372	2500	2341	2450	2227	2350	2255	2230
Dividend paid	18	31.83	18.47	23.3	18	28.07	25.61	42.00	26.88	42.00	42.00
Added value (gross margin less capital recovery factor 4% of capital employed for social sector and 10% for other CPSE)	111.62	200.24	103.41	153.49	85	169.53	163.41	242.83	158.07	141.70	249.76
Ratio											
Debt/ equity	0	0	0	0	0	0	0	0	0		0
Return on Net worth (% age)	22.71	34.81	19.34	21.32	15.11	21.45	0.17	0.24	0.16	0.14	0.24
PBDIT/Total employment of CPSE (Rs.)	6.18	10.51	6.38	7.7	5.72	9.28	0.05	0.13	0.09	0.09	0.09
Gross Profit/Capital employed (% age)	38.04	32.86	31.34	61.67	23.93	44.92	0.22	0.53	0.39	0.35	0.39
Net Profit / Net worth (% age)	22.71	34.81	19.34	21.32	15.11	21.45	0.17	0.24	0.16	0.14	0.24

Income - Expenditure Statement (For The Financial Year)													
S. No.	Particulars	Unit	2008-09		2009-10		2010-11		2011-12		2012-13		2013-14
			MOU TARGET	RE	MOU TARGET	Actual	MOU TARGET	Actual	MOU TARGET	Actual	MOU TARGET	Projected 2012-13	MOU TARGET
(1)	(2)	(3)	(8)		(8)		(8)		(9)	(9)	(9)		
1	Total Income	Rs. Cr	1980.00	3198.50	3548.50	3020.05	2588.50	3231.45	3440.00	3595.82	3550.00	3250.00	3648.50
1.1	Gross Sales	-do-	1950.00	3150.00	3500.00	2981.98	2540.00	3126.77	3400.00	3429.32	3500.00	3,200.00	3600.00
1.2	Less Excise Duties & Others	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1.3	New Sales/Operating Income	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1.4	Accretion/Depletion to finished stocks to work-in-progress	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1.5	Other Income	-do-	30.00	48.50	48.50	38.07	48.50	104.68	40.00	166.50	50.00	50.00	48.50
2	Total Expenditure		1830.00	2997.00	3292.00	2837.47	2446.89	3014.25	3236.00	3296.64	3339.00	3052.80	3427.00
2.1	Raw Material/Purchase of products for resale	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2.2	Manufacturing Expenses/Direct Expenses/operational Expenses	-do-	1716.00	2835.00	3150.00	2668.30	2294.89	2840.15	3060.00	3051.24	3150.00	2,880.00	3240.00
2.3	Power, Fuel, water etc.	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	
2.4	Salaries & wages	-do-	80.00	117.00	110.00	106.20	110.00	113.81	121.00	157.21	130.00	130.00	130.00
2.5	Other Expenses	-do-	34.00	45.00	32.00	62.97	42.00	60.33	55.00	88.19	59.00	42.80	57.00
3	Gross Margin (PBDIT)	-do-	150.00	201.50	256.50	182.58	141.61	217.16	204.00	299.18	211.00	197.20	221.50
3.1	Depreciation/DRE	-do-	4.00	4.00	4.00	3.11	3.00	3.21	5.00	1.96	4.00	4.00	4.00
3.2	Gross Profit (PBIT)	-do-	146.00	197.50	252.50	179.47	138.61	213.95	199.00	297.22	207.00	193.20	217.50
4	Profit/Loss on Sale of Assets *	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00
5	Prior Period Adjustments *	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00
6	Extra Ordinary Item (Net)	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00
7	Interest	-do-	5.50	8.00	8.00	4.87	3.00	4.32	5.00	7.39	8.00	8.00	8.00
8	Provision for tax(i/c deferred & FBT)	-do-	48.16	56.13	64.57	58.10	46.62	69.29	65.94	99.66	64.57	60.09	67.97
9	Net Profit	-do-	92.34	133.36	179.92	116.49	88.98	140.33	128.06	190.17	134.43	125.11	141.53
10	Proposed Dividend	-do-	18.47	24.00	26.88	23.30	18.10	28.07	25.61	42.00	26.88	42.00	42.00
11	Tax on Dividend	-do-	3.14	4.08	4.57	3.96	3.14	4.66	4.35	6.81	4.57	6.81	6.81
11.a)	Redemption of Preference Shares	-do-	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0	0.00
12	Retained Profit	-do-	70.73	105.28	148.47	89.23	67.74	107.60	98.10	141.36	102.97	76.29	92.72
13	Return to Capital @ 10%/4% which ever is applicable	-do-	40.59	52.93	52.94	29.10	40.59	47.63	40.59	56.35	52.93	55.28	60.55
14	Added value	-do-	109.41	148.57	203.56	153.48	101.02	169.51	163.41	242.83	158.07	141.92	160.95
15	No. of Employees	Nos.	2500	2350	2350	2372	2500	2341	2450	2227	2350	2255	2271
* Gross Margin as per the audited accounts which includes Profit/Loss													

Balance Sheet Data
(as on 31st March of Financial Year)

S. No.	Particulars :	Unit	2008-09		2009-10		2010-11		2011-12		2012-13		2013-14	
			MoU targets (Projected)	Actual 2008-09	MOU Target	ACTUAL 31.03.10	MOU Target	Actual 31.03.11	MOU Target	ACTUAL 1.03.12	MOU Target	ACTUAL 30.09.12	RE	MOU Target
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	
1	Source of Fund													
1.1	Shareholders fund	Rs Cr.	406.66	457.30	477.40	546.53	615.64	654.14	752.24	795.49	860.84	871.83	871.78	964.49
	a) Paid-up Capital	-do-	90.00	90.00	90.00	90.00	90.00	90.00	90.00	120.00	120.00	120.00	120.00	120.00
	b) Share application Money	-do-	-	-	-	-	-	-	-	-	-	-	0	-
	c) Reserve & Surplus	-do-	316.66	367.30	387.40	456.53	525.64	564.14	662.24	675.49	740.84	751.83	751.78	844.49
1.2	Long -term Loans	-do-	-	-	-	-	-	-	-	-	-	-	-	-
1.3	Deferred Tax Liability	-do-	-	-	-	-	-	-	-	-	-	-	-	-
	Total (1.1+1.2+1.3)		406.66	457.30	477.40	546.53	615.64	654.14	752.24	795.49	860.84	871.83	871.78	964.49
2	Application of funds	-do-	-	-	-	-	-	-	-	-	-	-	-	-
2.1	Gross Block	-do-	31.00	23.42	27.00	35.81	30.00	35.93	37.00	36.15	38.00	35.15	36.00	39.00
2.2	Less Depreciation	-do-	17.23	10.10	17.87	10.67	11.50	11.68	12.25	12.52	11.75	12.29	12.60	13.71
2.3	Net Block	-do-	13.77	13.32	9.13	25.14	18.50	24.25	24.75	23.63	26.25	22.86	23.40	25.29
2.4	Capital work in Progress	-do-	-	-	-	-	-	-	-	-	-	-	-	-
2.5	Investment (Financial)	-do-	-	7.75	6.50	250.14	23.75	172.56	340.00	223.63	325.00	110.13	310.00	350.00
2.6	Current Assets (a)	-do-	1,677.56	2,027.83	1,844.57	2,100.88	2,010.12	2,471.53	2,121.00	2,827.50	2,425.00	2,811.53	2,737.65	2,770.98
2.7	Loan and Advances (b)	-do-	350.00	581.10	460.20	651.26	495.00	808.59	600.00	866.52	690.00	747.70	820.73	850.00
2.8	Total Current Assets © (2.6+2.7)	-do-	2,027.56	2,608.93	2,304.77	2,752.14	2,505.12	3,280.12	2,721.00	3,694.02	3,115.00	3,559.23	3,558.38	3,620.98
2.9	Current Liabilities (d)	-do-	1,657.53	2,177.74	1,848.00	2,486.25	1,938.23	2,828.03	2,339.81	3,154.19	2,611.91	2,828.86	3,029.00	3,040.78
2.10	Net Current Assets (e) (c-d)	-do-	370.03	431.19	456.77	265.89	566.89	452.09	381.19	539.83	503.09	730.37	529.38	580.20
2.11	Deferred Revenue Expenditure	-do-	-	0.03	-	-	-	-	-	-	-	-	-	-
2.12	Deferred Tax Asset	-do-	22.86	5.01	5.00	5.36	6.50	5.22	6.30	8.40	6.50	8.47	9.00	9.00
2.13	Profit & Loss Account (DR)	-do-	-	-	-	-	-	-	-	-	0	0.00	-	-
	Total (2.3+2.5+2.8+2.10+2.11+2.12+2.13)		406.66	457.30	477.40	546.53	615.64	654.14	752.24	795.49	860.84	871.83	871.78	964.49

सीपीएसई द्वारा स्वतःघोषणा पत्र/प्रमाणीकरण

प्रमाणित किया जाता है कि वित्तीय पैरामीटरों के संदर्भ में लक्ष्यों तथा वास्तविक उपलब्धियों को वर्ष 2013-14 के लिए समझौता ज्ञापन दिशा-निर्देशों में दिए गए प्रतिमानकों तथा परिभाषाओं के अनुसार तैयार किया गया है। यदि निष्पादन मूल्य-निरूपण के समय कोई अंतर पाया जाता है तो डीपीई, समझौता ज्ञापन के दिशा-निर्देशों के अनुसार लेखा परीक्षित लेखाओं के अनुरूप मूल्यांकन कर सकती है। इस संबंध में सीपीएसई को दावा का कोई अधिकार नहीं होगा।

रा. एल. मेहरा

(आर.एल.मेहरा)

कार्यकारी निदेशक (पीएमजी)

ANNEXURE-IX

Self declaration/certification by CPSE

It is hereby certified that the targets and actual achievements in respect of financial parameters have been worked out as per MoU Guidelines by adopting the norms and definitions laid down in MoU Guidelines for the year 2013-14. In case, any deviation is found at the time of appraisal of performance, DPE is free to evaluate as per audited accounts as per MoU Guidelines. CPSE has no right of claim in this regard.

Raheru Gupta

(R. L. Mehra)

Executive Director (PMG)