



MEMORANDUM OF UNDERSTANDING

FOR

2017-18

BETWEEN

RITES LIMITED

(RITES)

AND

MINISTRY OF RAILWAYS

BITES LIMITED
MOU - 2017-18
Financial parameters
Annexure -II (PART - A)

Sl.No.	Performance Criteria	Unit	Marks	Current Year (Estimated)	Best in 5 Years	MOU Target for the year 2017-18				
						Excellent 100%	V.Good 80%	Good 60%	Fair 40%	Poor 20%
i.	Turnover: Revenue from operation (Net)	Rs. Crore	10	1303	1093	1360	1300	1250	1200	1150
ii.	Operating Profit: Operating profit as a percentage of Revenue from operations (net)	%	20	21.72	30.49	20.90	20.00	19.50	19.00	18.50
iii.	Return on Investment: A. PAT/ Average Net Worth (((Opening+Closing)/2)	%	20	16.97	22.28	13.50	13.00	12.75	12.50	12.25
	Total		50							

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BITES LIMITED
MOU - 2017-18
Other Parameters(Annexure -II (PART - B))

Sl.No.	Performance Criteria	Unit	Marks	Current Year (Estimated)	Best in 5 Years	MOU Target for the year 2017-18				
						Excellent 100%	V.Good 80%	Good 60%	Fair 40%	Poor 20%
Annexure - IVA										
i.	Capacity Utilisation: List of Projects	%	4							
ii	Orders Received during the year	Rs. Crore	10	1300 (Excluding value of Rly Turnkey Projects)	1497	1300	1250	1200	1150	1100
iii	Completion of milestone without time overrun	%	10							
iv.	Trade receivables (Net) as number of days of Revenue from Operations (gross)	Days	3	146	93	140	145	150	155	160
vi.	Contingent liabilities: Reduction in claims against the Company not acknowledged as debt as on 01.04.2017	%	3			5	4	3	2	1
vii	Return on investment in JV- (SAIL-KULTI) - Reduction in Loss (Figures excluding Depreciation and interest cost)	Rs. Crore	5	-0.4	0.07	0.75	0.5	0.25	0.1	0.05
viii	Sector Specific: Supply of 12 nos. MG New Locomotives to Myanmar	Date	5	NA	NA	4	3	2	1	0
	HR PARAMETERS		10			31.01.2018	15.02.2018	01.03.2018	15.03.2018	31.03.2018
	Total		50			As per Annexure - V				

1. CPSE will update land holdings on Government Land Information System(GLIS).

2. It was agreed that the targets finalised by the IMC are based on estimates submitted by the CPSE for the year 2016-17. In case of better performance of the CPSE as per final results as compared to estimates, the difference shall be added to the targets for the year 2017-18.


3. It was agreed that targets decided in MoU are unconditional and no offset will be allowed. Further evaluation would be subject to compliance of additional eligibility criteria as contained in para 14.2 of MoU guidelines 2017-18.

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Annexure - IV

LIST OF KEY PROJECTS - COMPLETION WITHOUT TIME OVER-RUN
MOU - 2017-18

S.No.	Name of Project	Value of the project (RITES Fee) (Rs in Crore)	Weight age %	Name of Client	Date of Start	Date of completion	Date/Month of most critical Milestone to be achieved during the year 2017-18
RAILWAY PROJECTS							
01	Gooty Dharmavaram doubling project of IR	636.38 Crores (Project Cost) Part to be executed by RITES - 596.38 RITES Fee 8.5%	4	South Central Railway	July, 2016	August 2020	Cumulative payment due to be claimed as per the MOU as % of the project cost assigned to RITES upto 31 st March, 2018. 40% - Excellent 35% - Very Good 33% - Good 30% - fair 25% - Poor
02	Pendra Road Anuppur 3 rd line project of IR	393.98 Crores (Project Cost) Part to be executed by RITES - 333.3 RITES Fee 8.5%	3	South East Central Railway	June, 2016	July, 2020	Cumulative payment due to be claimed as per the MOU as % of the project cost assigned to RITES upto 31 st March, 2018. 40% - Excellent 35% - Very Good 33% - Good 30% - fair 25% - Poor


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03	Material modification of Varanasi Yard Remodeling (Ph.-I) work of Varanasi Jn. Rly. Station, Redevelopment work of PF - 6/7, 1 & 8/9	Turnkey 25.00	3	Indian Railways	09.01.17	June - 2017	Physical progress by 30.06.2017 100% by 30.11.17 : Excellent 100% by 31.12.17 : V.Good 100% by 31.01.18 : Good 100% by 28.02.18 : Fair 100% by 31.03.18 : Poor
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CAPACITY UTILIZATIONMOU - 2017-18

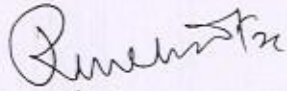
S.No.	Name of Project	Value of the project (RITES Fee) (Rs in Crore)	Weight age %	Name of Client	Date of Start	Date of completion	Date/Month of most critical milestone to be achieved during the year 2017-18
01	OTHERS Execution of RE work Ringas-Jaipur-Swai Madhopur -188 RKM	163.73 Crores	4	NWR	01.11.2016	31.10.2020	Finalization of Tenders for Electrical works: 31.10.2017 - Excellent 30.11.2017 - Very Good 31.12.2017 - Good 31.01.2018 - Fair 28.02.2018- Poor

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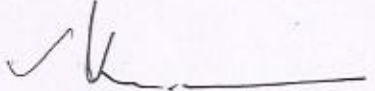
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HR TEMPLATE

S. No.	Particulars	Marks	Excellent	Very Good	Good	Avg	Poor
Compulsory Parameters							
1.	On-line submission of ACR/ APAR in respect of all executives (E0 and above) along with compliance of prescribed timelines w.r.t writing of ACR/APAR (% of number of executives)	2	100	95	90	85	80
2.	Online Quarterly vigilance clearance updation for Senior Executives (AGM and above) (% of number of senior executives)	2	100	95	90	85	80
3.	Preparation of succession plan and its approval by Board of Directors(Date)	2	30.09.17	15.10.17	31.10.17	15.11.17	30.11.17
Optional Parameters:							
4	Holding of DPC without delay for executive (E0 and above level) (%)	2	100	95	90	85	80
5	Talent management and carrier progression by imparting at least one week training in Centre of Excellence e.g. IITs, IIMs, NITs, ICAI etc. (% of executives) (E-2 and above)(within India)	2	5	4	3	2	1


CMD/RITES

29-6-2017


Secretary/RB