

National Handicapped Finance and Development Corporation
Memorandum of Understanding for the Year 2018-19

Mandatory Parameters

| Sl. No. | Financial Performance Criteria | Unit | Marks | 2017-18 (Estimate) | Best in 5 years | MoU Targets for the year 2018-19 | | | | | % Improvement |
|--------------|-------------------------------------------------------------------------------------------------|-----------|-----------|---------------------|-----------------|----------------------------------|---------|------|------|------|---------------|
| | | | | | | Excellent | V. Good | Good | Fair | Poor | |
| 1. | Turnover Revenue from Operations (Net) | Rs. Crore | 10 | 8.48 | 8.94 | 10.10 | 9.00 | 8.50 | 8.00 | 7.50 | 6.13 |
| 2. | Operating Profit/Loss Operating Surplus as percentage of Revenue from operations(Net) | % | 20 | Loss of Rs.1.10 Cr. | 34.83 | 2.00 | 1.00 | 0.81 | 0.77 | 0.72 | 106 |
| 3. | Return on investment Surplus as percentage of Average Net worth | % | 20 | 0.07 | 2.32 | 0.85 | 0.75 | 0.71 | 0.68 | 0.64 | 971 |
| Total | | | 50 | | | | | | | | |

Other Parameters

| Sl. No. | Performance Criteria | Unit | Marks | 2017-18 (Estimate) | Best in 5 years | MoU Targets for the year 2018-19 | | | | | % Improvement |
|--------------|----------------------------------------------------------------------------|------|-----------|--------------------|-----------------|----------------------------------|---------|-------|-------|-------|---------------|
| | | | | | | Excellent | V. Good | Good | Fair | Poor | |
| 1. | Loans disbursed/ Total funds available | % | 10 | 59.30 | 80.48 | 85.00 | 80.00 | 70.00 | 66.00 | 64.00 | 27.39 |
| 2. | Loan disbursed to Micro Finance Beneficiaries as a % of Total disbursement | % | 10 | 35 | 54 | 40 | 35 | 33 | 32 | 30 | --- |
| 3. | Overdue Loans/Total Loans (Net) | % | 10 | 30.85 | 23.25 | 23.00 | 26.00 | 27.00 | 28.00 | 29.00 | 15.72 |
| 4. | NPA/ Total Loans (Net) | % | 10 | 0.30 | 0.30 | 0.25 | 0.26 | 0.27 | 0.28 | 0.30 | 7.14 |
| Total | | | 40 | | | | | | | | |

.....
CMD, NHFDC

.....
Secretary, DEPwD, Ministry of S.J.&E., GoI

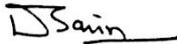
National Handicapped Finance and Development Corporation
Memorandum of Understanding for the Year 2018-19

Human Resource Management

| Particulars | Unit | Marks | MoU Targets for the year 2018-19 | | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------------|----------------------------------|----------|----------|----------|----------|
| | | | Excellent | V. Good | Good | Fair | Poor |
| Online Human Resource Management System (HRMS) Implementation (consisting of online employee data administration, employee self-service, exit procedure, talent management, etc.) and integration with Finance division | Date | 5 | 15-12-18 | 15-01-19 | 31-01-19 | 15-02-19 | 28-02-19 |
| HR Audit and decision of the Board on recommendation of Audit | Date | 5 | 15-12-18 | 15-01-19 | 31-01-19 | 15-02-19 | 28-02-19 |
| Total | | 10 | | | | | |
| Grand Total= Mandatory Parameters + Other Parameters + Human Resource Management Parameters | | 100 | | | | | |

Notes:

1. It was agreed that the targets finalised by the IMC are based on provisional/estimated figures submitted by the CPSE for the year 2017-18. In case of better performance of the CPSE as per actual results, the difference may be added to the targets for the year 2018-19 as per the decision of IMC. In case figures for the year 2017-18 are recasted in audited accounts, comparison of actual results shall be made based on recasted figures.
2. In working out achievements for the year 2018-19, quantified qualifications of CAG/Statutory Auditors would be adjusted in case of overstatement of Revenue /Profit/Surplus or understatement of Loss/Deficit in addition to the negative marks prescribed in MoU guidelines.
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 MoU guidelines.



(D. R. Sarin)

Chairman-cum-Managing Director

National Handicapped Finance and Development Corporation

Date : 22-May, 2018



(Shakuntala D. Gamlin)

Secretary,

Department of Empowerment of Persons with Disabilities (Divyangjan)

Ministry of Social Justice & Empowerment

Government of India