



MEMORANDUM OF UNDERSTANDING

FOR

2019 - 2020

BETWEEN

CONTAINER CORPORATION OF INDIA LTD.
(CONCOR)

AND

MINISTRY OF RAILWAYS

CONTAINER CORPORATION OF INDIA LIMITED

Compulsory Parameters (Part-A)

Sl:No:	Financial Performance Criteria	Unit	Marks	MoU Target for 2019-20				
				Excellent (100%)	VG (80%)	Good (60%)	Fair (40%)	Poor (20%)
1	Turnover: Revenue from Operations (Net)	Rs.in Cr.	10	7200	7000	6800	6600	6400
2	Operating Profit/Revenue from Operation: Operating profit as percentage of Revenue from operations (Net) (%)	%	20	16.1%	15.6%	15.0%	14.5%	14.0%
3	Return on Investment: PAT as percentage of Average Net Worth (%)	%	20	9.25%	9.00%	8.75%	8.50%	8.25%
	TOTAL		50					

Other Parameters


(Part-B)

Applicable to all Operating CPSEs except CPSEs in Finance Sector

Sl:No:	Criteria	Unit	Marks	MoU Target for 2019-20				
				Excellent (100%)	VG (80%)	Good (60%)	Fair (40%)	Poor (20%)
4	Capacity Utilisation: Total Container Handling (in Lakh TEUs)	in Lakh TEUs	10	42	40	38	36	34
5	Production Efficiency Parameters							
5(A)	Availability of CONCOR owned Container Handling equipment in top ten terminals (%)	%	4	85	80	75	70	65
5(B)	Implementation of Integrated ERPs (Date)	Date	3	29-02-2020	10-03-2020	20-03-2020	25-03-2020	31-03-2020
6	CAPEX (Rs. in Crore)	Rs. in Crore	7	1000	900	800	750	700
7	Percentage of value of CAPEX contracts/projects running / completed during the year without time / cost overrun to total value of CAPEX contracts running / completed during the year (%)	%	3	100	95	90	85	80
8	Reduction in claims against the Company not acknowledged as debt - Overall (%)	%	3	15	12	10	8	6
9	Return (Share of Profit/Loss) on Equity Investment in JV (Excl. HALCON) (%)	%	3	7.50	6.80	6.60	6.55	6.50
10	Reduction in Loss of Subsidiaries over previous year (%)	%	3	100	40	35	30	25

for copy
Saurabh

Human Resource Management:										
11	Achievement of HR Parameter of continuous nature as per list given below (No. of parameters)	No. of parameters	4	7	6	5	4	3	4	3
11(A)	Initiating mentorship program for women employees for work life balance as well as leadership development (No. of programmes)	No. of programmes	3	10	8	6	4	2	4	2
11(B)	Achieving the next level of people Capability Maturity Model (PCMM) or its equivalent (Date)	Date	3	01-02-2020	15-02-2020	29-02-2020	15-03-2020	31-03-2020		
The list of HR parameters of continuous nature is as below (as per Sl.No.11 A):										
1	Online submission ACR/APAR in respect to all Employees (E0 & above) along with compliance of prescribed timeline w.r.t. writing of ACR/APAR.									
2	Online Quarterly Vigilance Clearance updation for all Senior Executives (E5 & above).									
3	Updation of Succession Plan and its approval by Board of Directors.									
4	Holding of DPC in all cases without delay for Executives (E0 & above).									
5	Talent Management & career progression by imparting at least 1 week training of at least 10% Executives (E0 & above) in Centre of Excellence within India e.g. IITs, IIMs, NITs, ICAL, etc.									
6	Regular updation of Online Human Resource Management System (HRMS).									
7	Review & implementation of Employee performance on the lines of FR (56) (J) and submitting a Compliance Report to Board of Directors at the end of the year.									
12	Other sector specific result oriented measurable parameters:									
12 (A)	Bidding for at-least One International Tender	Date	2	31-07-2019	15-08-2019	31-08-2019	15-09-2019	30-09-2019		
12 (B)	Signing of at-least one agreement with a CPSE for sharing of infrastructure	Date	2	31-07-2019	15-08-2019	31-08-2019	15-09-2019	30-09-2019		
	TOTAL		50							


(V. KALYANA RAMA)
CHAIRMAN & MANAGING DIRECTOR
CONCOR


(SUSHANT KUMAR MISHRA)
SECRETARY
RAILWAY BOARD

(Rs. In Crores)

Detailed Chart of CAPEX for MoU 19-20 under "item no.:10" of IMC Minutes

Sl.No.	Name of Project (State)	Cost of the Project	Date of completion of the Project	Milestone during the year in case of project is not be completed during the year	Date of Milestone	CAPEX during the year
1	Tihi (Madhya Pradesh)	174	02/2020	Terminal Development Works consisting of Constructions of 02 warehouses in DCT area and adjoining paving.	29.02.2020	6.00
2	Kathuwas (Rajasthan)	493.17	03/2020	Terminal Development Works comprising of CC Block Pavement work, approach road and warehouse.	31.03.2020	10.00
3	Barti (Haryana)	346.32	03/2020	Terminal Development Works comprising of Supplying & laying of Railway Track, approach road & RCC Boxes.	31.03.2020	9.00
4	Swaroopganj (Rajasthan)	102.13	06/2020	Terminal Development Works comprising of Earthwork, GSBC, WMM, DLC, Cross Drainage works, P.way works, external electrification.	31.03.2020	10.00
5	Mundra (Gujarat)	116.04	03/2020	Terminal Development Works comprising of earth work, approach road, CC pavement, boundary wall, warehouse, admin building and electrification.	31.03.2020	15.00
6	Dahej (Gujarat)	131.09	03/2021	Terminal Development Works comprising of Earthwork, GSBC, WMM, DLC, Roads, M-50 CC Paver Block & Warehouse, Electrical Works.	31.03.2020	12.00
7	Mihan (Maharashtra)	305	12/2019	Terminal Development Works consisting of construction of 02 warehouses and adjoining paving.	31.12.2019	4.00
8	Paradip (Odisha)	113.55	11/2020	Terminal Development Works comprising of Earthwork, GSBC, WMM, Roads, M-50 CC Paver Block, Supply of P.Way material & Linking of Railway Track	31.03.2020	12.00
9	Jajpur (Odisha)	49.62	08/20	Terminal Development Works comprising of Earthwork, GSBC, WMM, DLC, Road, M-50 CC Paver Block, Supply of P.Way material & Linking of Railway works.	31.03.2020	12.00
10	Kakinada (Andhra Pradesh)	235	12/2020	Terminal Development Works comprising of earth work, approach road, CC pavement, road bridge, boundary wall, warehouse, admin building and electrification.	31.03.2020	10.00



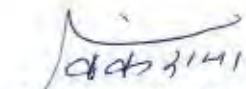
(V. KALYANA RAMA)
CHAIRMAN & MANAGING DIRECTOR
CONCOR



(SUSHANT KUMAR MISHRA)
SECRETARY
RAILWAY BOARD

Self Declaration/Certification by CPSE

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


(V. KALYANA RAMA),

Chairman & Managing Director
Container Corporation of India Ltd.