

**Memorandum of Understanding
between**



**Housing and Urban Development
Corporation Limited
and**



सत्यमेव जयते
Government of India

**Ministry of Housing & Urban Affairs
Government of India**

For the Year : 2019-20

Housing and Urban Development Corporation Limited (HUDCO)
HUDCO Bhawan, India Habitat Centre, Lodhi Road, New Delhi

MoU 2019-20 : HOUSING & URBAN DEVELOPMENT CORPORATION LTD.

Performance Evaluation Parameters and Targets

Sl.No.	Performance Criteria	Unit	Marks	2018-19 Current Year Estimate	Best of last 5 years	MoU Targets 2019-20					
						Excellent	Very Good	Good	Fair	Poor	Improvement (%)
A. Compulsory Parameters											
1	Revenue from Operations (net)	Rs.Crore	10	5500	4075	6400	6000	5800	5600	5400	9.09
2	Operating Profit as percentage of Revenue from Operations (net)	%	20	31.07	36.24	27.50	27.00	26.00	25.00	24.00	-13.10
3	PAT as percentage of Average Net worth	%	20	11.26	10.65	11.30	11.25	10.50	10.00	9.50	-0.09
TOTAL (A) - 50											
B. Optional Parameters											
4	Loans disbursed / Total Funds available	%	10	97.00	96.79	97.50	97.00	96.50	96.00	95.50	0.00
5	Overdue loans / Total loans (net)	%	10	10.52	13.76	10.00	10.50	11.50	12.50	13.50	0.19
6	NPA / Total loans (net)	%	10	0.79	1.15	0.70	0.79	1.25	1.50	1.75	0.00
7	Cost of raising funds through bonds as compared to similarly rated CPSEs/entities	in bps	4	(+) 2 bps	(-) 1 bps	(-)1 bps	(+) 2 bps	(+) 3 bps	(+) 4 bps	(+) 5 bps	0.00
8	Reduction in claims against the Company not acknowledged as debt	%	3	-	-	15	12	10	8	6	-
TOTAL (B) - 37											
C. Human Resource Management Parameters											
	Achievement of HR parameters of continuous nature as per list given below	No. of parameters	4	-	-	7	6	5	4	3	-
9	Continuation of on-line submission of ACR/APAR in respect of all executives (E0 & above) along with compliance of prescribed timelines w.r.t. writing of ACR/APAR										
10	Continuation of online Quarterly vigilance clearance updation for Senior Executives (AGM(E-5) and above)										
11	Regular updation of Succession Plan and its approval by Board of Directors										
12	Implementation of the recommendation of HR audit										
13	Talent Management & career progression by imparting at least one week training of at least 10% Executives in Centre of Excellence (within India) e.g. IITs, IIMs, NITs, ICAI, etc.										
14	Regular updation of Online Human Resource Management System (HRMS)										
15	Review and implementation of employee performance on the lines of FR(56)j and submit a compliance report to Board of Directors at the end of the year										
16	Initiatives for work life balance as well as Leadership development for Women employees	No. of Initiatives	3	-	-	15	14	13	12	11	-

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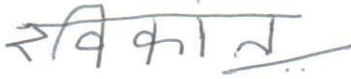
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22/05/2019

MoU 2019-20 : HOUSING & URBAN DEVELOPMENT CORPORATION LTD.

Performance Evaluation Parameters and Targets

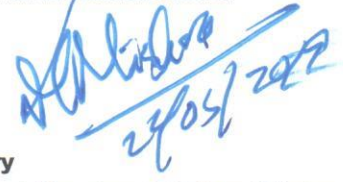
Sl.No.	Performance Criteria	Unit	Marks	2018-19 Current Year Estimate	Best of last 5 years	MoU Targets 2019-20					
						Excellent	Very Good	Good	Fair	Poor	Improvement (%)
17	Capability development programmes for executives to build their technical & managerial competencies for higher positions with special focus on Web learning programmes	No. of Programmes	3	-	-	15	14	13	12	11	-
TOTAL (C) - 10											
D.	Other Sector-specific result-oriented measurable parameters										
18	Implementation and Go-live of ERP system	date	3	-	-	30.11.19	30.12.19	31.01.20	28.02.20	31.03.20	-
TOTAL (D) - 3											
GRAND TOTAL (A+B+C+D) - 100											

- Notes: (i) Improvement has been worked out on Very Good Target for MoU year over Current Year expected actuals.
(ii) Under-pitching of actual achievement for the year 2018-19: Pro-rata adjustment may be made in the targets in case of improvement in actual performance over the estimated performance in the base year(2018-19)
(iii) In working out achievements for the year 2019-20, 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 the MoU guidelines.
(iv) Targets decided are unconditional and no offset will be allowed on any ground.
(v) Evaluation would be subject to compliance of Additional Eligibility Criteria as contained in MoU guidelines :MoU Score would be reduced by 1 mark for each instance of non-compliance subject to maximum of 5 marks and rating would be modified accordingly.
(vi) As requested by M/o MSME, CPSEs/Administrative Ministry are requested to follow ZED Scheme of GoI for procurement from ZED rated MSMEs.



**Chairman & Managing Director
Housing & Urban Development
Corporation Limited (HUDCO)**

Place: New Delhi डॉ. एम. रविकांत, आईएएस (आर)
Date: Dr. M. RAVI KANTH, IAS (r)
अध्यक्ष एवं प्रबंध निदेशक/Chairman & Managing Director
हाउसिंग एण्ड अर्बन डेवलपमेंट कॉर्पोरेशन लिमिटेड
Housing and Urban Development Corporation Ltd.
भारत सरकार का उपक्रम / A Govt. of India Enterprise
हडको भवन, भारत पर्यावास केन्द्र, लोधी रोड,
HUDCO Bhawan, India Habitat Centre, Lodhi Road,
नई दिल्ली / New Delhi - 110 003



**Secretary
Ministry of Housing & Urban Affairs,
Government of India**

दुर्गा शंकर मिश्र
DURGA SHANKER MISHRA
सचिव / Secretary
आवासन और शहरी कार्य मंत्रालय
Ministry of Housing and Urban Affairs
निर्माण भवन, नई दिल्ली
Nirman Bhawan, New Delhi