

MoU 2012-13
Approved by DPE/TF
Signed 

MEMORANDUM OF UNDERSTANDING

BETWEEN

MINISTRY OF AGRICULTURE

AND

NATIONAL SEEDS CORPORATION LTD.

FOR THE YEAR 2012-13



National Seed Corporation Limited
(A Govt. of India Undertaking)
Beej Bhawan, Pusa Complex,
New Delhi-110012

MoU 2012-13
Approved by DPE/TF
Signed

**MEMORANDUM OF UNDERSTANDING (MOU)
FOR THE YEAR 2012-13
BETWEEN
NATIONAL SEEDS CORPORATION LTD.
AND
GOVERNMENT OF INDIA**

PART-I: MISSION/VISION & OBJECTIVES OF THE PSE:

MISSION:

To lead the Indian Seed Industry by producing and marketing quality seeds of a wide range of crop varieties and hybrids, and adding value through other agro related inputs and services to the satisfaction of farmers.

VISION:

To contribute to the prosperity of farmers through supply of quality seeds and other agro inputs/services and to make available the research benefits of ICAR by introducing newer varieties and hybrids developed by ICAR for enhance productivity and economy of the farmers.

OBJECTIVES:

- (a) To ensure growth in the activities of the Corporation.
- (b) To undertake production and supply of quality seeds for enhancing agricultural productivity in the country.
- (c) To diversify the product-mix with more focus on oilseeds, pulses and hybrid seeds.
- (d) To introduce new crop varieties.
- (e) To strengthen and modernize infrastructural facilities.
- (f) To enhance seed production, processing and marketing by expanding Growers net-work and through Public-Private-Partnership.
- (g) To explore new distribution channels & strengthen the existing distribution network.
- (h) To provide training/extension and other seed related services to the farmers.
- (i) To expand activities in North Eastern States.

MoU 2012-13
Approved by DPE/TF
Signed

PART-II: EXERCISE OF ENHANCED AUTONOMY AND DELEGATION OF FINANCIAL POWERS.

Financial powers have been delegated at various levels for enhanced autonomy and quick decision making.

PART-III: PERFORMANCE EVALUATION PARAMETERS AND TARGETS

Performance Evaluation Parameters and Targets are given in **Annexure-I**

PART-IV: COMMITMENTS /ASSISTANCE FROM THE GOVERNMENT

COMMITMENTS OF NSC:

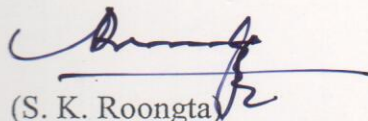
1. NSC undertakes to achieve during 2012-2013 the targets set out in **Annexure-I.**

COMMITMENTS / ASSISTANCE FROM THE GOVERNMENT

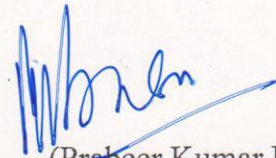
1. To provide requisite funds for proposed modernization of the processing plants.
2. To assist NSC realize its outstanding dues from State Governments.

PART-V: ACTION PLAN FOR IMPLEMENTATION AND MONITORING OF THE MOU.

NSC undertakes to review the quarterly progress of achievements of each of the MOU criteria for taking corrective measures. In addition, the Board of Directors will also monitor the progress of achievements in its quarterly meetings. NSC undertakes to submit quarterly progress to the Ministry of Agriculture.



(S. K. Roongta)
Chairman cum Managing Director
National Seeds Corporation Ltd.



(Prabeer Kumar Basu)
Secretary (Agriculture & Co-operation)
Department of Agriculture & Cooperation
Ministry of Agriculture
Government of India

Place: New Delhi

Dated: 23.3.2012.

NATIONAL SEEDS CORPORATION LIMITED		Annexure-I							
NSC's OBLIGATION UNDER MOU 2012-2013									
In fulfillment of the objectives set out, NSC undertakes to achieve the various performance targets for 2012-2013 as detailed below :									
S.No	Performance Indicator	UOMs	Weight age (%)	Excellent	Very Good (BT)	Good	Fair	Poor	Documentary evidence and source/origin of documents
Part 'A'									
COMMON PARAMETERS									
I Static Financial Parameters (50%)									
Financial performance indicators									
(i)	Gross Margin/Gross Block	%	2	129.21	123.06	116.91	111.06	105.51	
(ii)	Net Profit/Net Worth	%	10	15.20	14.48	13.76	13.07	12.41	
(iii)	Gross Profit/Capital Employed	%	10	22.23	21.17	20.11	19.11	18.15	
Financial indicators - Size									
(i)	Gross Margin	Rs. in Crores	8	63.32	60.30	57.29	54.42	51.70	
(ii)	Gross Sale of Seed	Rs. in Crores	4	703.50	670.00	636.50	604.68	574.44	
Financial returns - Labour productivity and total factor productivity									
(i)	PBDIT/Total Employment	Rs. in lakhs	7	8.06	7.68	7.30	6.93	6.58	
(ii)	Added Value/Gross Sale of Seed	%	9	5.11	4.87	4.63	4.40	4.18	
II DYNAMIC PARAMETERS.									
(i) Quality									
(a)	Strengthening quality control system:- Application to ISTA for accreditation of QCL, New Delhi	Date of completion	1	30.11.12	31.12.12	31.01.13	28.02.13	31.03.13	Copy of Application submitted to ISTA
(b)	Condemnation of seeds - %age of turnover on value basis	%	0.5	0.35	0.40	0.45	0.5	0.55	Copy of consolidate proposal received from ROs
(c)	%age of seed lots meeting the quality standards	%	0.5	96.00	95.00	94.00	93.00	92.00	Consolidate QCL test reports

14.11.2012
 05.06.12
 6/9/12
 Signed as detailed below:

Signed 75/10/2010
 1800
 2000

(ii) Customer Satisfaction :		Numbers	1800	1600	1400	1200	Confirmation reports received from ROs
(a)	Training to Growers, progressive farmers/Cooperatives / Farmers Association etc.	Numbers	2000	1800	1400	1200	Confirmation reports received from ROs
(b)	Framers grievances/complaints redressal	%	75	65	60	55	Copy of complaints redressal register.
Project Implementation & Management ##							
(iii)	(a) Environment Management System- as per ISO 14001:2004 standrad .	Non Conformity	10	14	16	18	Copy of Auditors observation
	(b) Quality Management System- as per ISO 9001:2008 standrad	Non Conformity	20	24	26	28	Copy of Auditors observation
	(c) Creation of storage capacity	In quintals	30000	25000	15000	10000	Completion Report
	(d) Introduction of new varities	Numbers	25	20	18	15	A certificate to this effect including name of the new varities
(iv)	Market shares in Non-Cereals (% based on Qty.)@	%	9.00	8.37	7.59	7.23	Statement in comparison with Agricultural Statistics at a Glance 2010.
(iii)	HUMAN RESOURCE MANAGEMENT (5%)						
	As per Annexure- A		5				
(vi)	R&D ACTIVITIES-(5%)						
	As per Annexure- B		5				
(v)	SUSTAINABLE DEVELOPMENT-(5%)						
	As per Annexure- C		5				
(viii)	CORPORATE SOCIAL RESPONSIBILITY- (5%)						
	As per Annexure- D		5				
(ix)	CORPORATE GOVERNANCE-(5%)						
	(a) Compliance of corporate governance guidelines issued by DEP	compliance	85% and above	65 to 74%	50 to 59%	below 50%	Copy of compliance report.

Part 'B'									
I. SECTOR-SPECIFIC PARAMETERS									
(i)	Product mix Changes (on value basis) (Cereal: Non-Cereal)@	Ratio	41:59	43:57	45:55	47:53	49:51	Copy of DBF System generated Report	
(ii)	Turnover through Sale of Hybrid seeds	% of Turnover	3.50	3.00	2.50	2.38	2.27	Confirmation reports received from Regional Offices (Ros)	
(iii)	Sale of Vegetable seeds (including Potato)	% of Turnover	3.00	2.50	2.38	2.26	2.15	Confirmation reports received from ROs	
(iv)	Sale of Fodder seeds	% of Turnover	2.10	2.00	1.90	1.81	1.72	Confirmation reports received from ROs	
(v)	Sale of Green manure	% of Turnover	2.10	2.00	1.90	1.81	1.72	Confirmation reports received from ROs	
(vi)	Turnover through dealers / distributors	% of Turnover	63.00	60.00	57.00	54.29	51.70	Confirmation reports received from ROs	
II. ENTERPRISE-SPECIFIC PARAMETERS									
(i)	Marketing in Remote Areas #	% of Turnover on quantity basis	8.00	7.00	6.00	5.71	5.44	Confirmation reports received from ROs	
(ii)	%age of proposals approved within 15 days of submission of complete documents under GOI's Central Sector Scheme on "Assistance for Boosting Seed Production in Private Sector" \$	%	100.00	95.00	90.00	85.00	80.00	Copy of note put up by the concerned division before CMD.	
(iii)	Compliance of Internal Audit Para before end of next quarter.	%	75.00	65.00	55.00	45.00	40.00	Audit committee report and self certif	
(iv)	Production / Procurement of Certified Seeds	In lakh quintals	15.75	15.00	15.50	14.76	14.06	Copy of Annual Accounts	
(i)	Compliance of Guidelines issued by DPE (4%)								
(i)	Issue of Bonus Shares as per DPE guidelines		31.03.2013					Proposal submitted to Ministry of Agriculture	
(ii)	Reservation of SC/ST and OBC in appointment as per GOI guidelines		100% 90%	80%	70%	below 60%	below 60%	Self certification	
(iii)	Posting of deputationists		100% 90%	80%	70%	below 60%	below 60%	Self certification	
(iv)	Implementaion of 2007 pay revision		Implementa tion					Self certification	
(v)	Submission of compliance report of DPE guidelines for the FY.2011-12		30th 31st June 2012, Aug 2012	30th Sept 2012	31st Oct 2012	After 31st Oct 2012	Copy of submission of reports.		
# Includes N.E.States, J&K, H.P., Sikkim, Darjeeling Gorkha Hill Council, and remote areas of Uttaraanchal, Andmand Nikobar, Lakshadweep, Jharkhand and Chhattisgarh									
\$ Subject to continuation of the scheme during the year 2012-13.									
## Subject to availability of funds from GOI.									

HRM Performance Evaluation under Memorandum of Understanding 2012 - 13 DPEPTF

Approved
Signed

Annexure A											
S.No.	HRM - Performance Indicators	Measurement Unit	weightage Value under five point scale - Basic Target (Good / Very Good) - to be filled at the time of submission of draft Mou by CPSE	Excellent	Very Good	Good	Average	Poor	Source	Evidence	
A	Competency & Leadership Development										
1	A 1 Compulsory % actualisation of Training Plan & Training Days per employee per year	% fulfilment & Days / per employee per year	5	1.00 mandays	0.75 mandays	0.5 mandays	0.25 mandays	< 0.25 mandays	Internal / External	Intimation letter	
2	Developing critical mass of leaders through a system of career planning & development	% fulfilment of planned leadership development programmes	5	1 nos	0 nos	0 nos	0 nos	0 nos	External	Intimation letter	
3	Training budget as % of employee cost	% of employee cost	5	0.10%	0.095%	0.090%	0.086%	< 0.086%	F&A Dept	Annual Budget	
4	% fulfilment of trainign plan for Multiskilling / Skill upgradation of non executives	%	5	10%	9%	8%	7%	< 6%	Internal / External	Intimation letter	
A 2 Optional (Out of below five ,one is to be taken in the MoU)											
5	% of executives covered in 360 degree feed back system against plan)	%									
6	% of senior level executives (HoDs & GMs and Above) covered in Assessment & Developemnt Centre	%									
7	Training interventions in new / advanced technology - % fulfilment of training plan in new technology	%	5	3%	2.8%	2.6%	2.4%	< 2.4%	Internal / External	Intimation letter	
8	Intervention towards Industry - Academia Interface	Yes / No : details									
9	% fulfilment of plan for carrying out Completness Mapping of employees	%	25								
	Total										
B	Performance Management										
10	To ensure implementation of Bell Curve Approach in PMS ratings	Yes /No	4	NO							
11	Linkage of Developemnt Plan of Executives with Performance Management System	Yes /No	3	NO							
12	Implementation of PRP lined to PMS	Yes / No : details	3	NO							
	Total		10								
C	Recruitment , Retention and Talent Management										
13	Manpower Rationalisation through * voluntary retirements * Redeployment * Any other	%	5	5%	4%	3%	2%	1%	Internal		
14	Percentage of fresh recruitment of technical persons	%	5	100.0%	90.0%	80.0%	70.0%	>60%	Internal	Statistics of Resignations	
15	Presence of Mentorship Development Programmes - Nos. of	Yes / No : Numbers	5	NO							

01.11.23
 Approved by Director
 [Signature]

Sl. No.	Description	Schemes / Initiatives & their details	5	(a) Deployment of Junior Executives to various programmes					Internal / External	Intimation letter
				25 Executives	20 Executives	15 Executives	10 Executives	< 10 Executives		
D	Formulation / Implementation of systems for management of Talent such as - Job rotation, reward system, sponsoring sr. executives for Advanced Management Programme, growth opportunities etc.		20							
	Total		20							
	Enabling Creativity & Innovation									
17	Nos. of Nominations / entries submitted for National Award (PM Shram Awards, Vishwakarma Ratriya Puraskar)	Nos. of nominations / entries submitted for national awards	5	NO						
18	Number of suggestions generated per employee per year	Nos. per employee	5	NO						
19	Nos. of Quality Circle projects completed againsts total circle projects undertaken in a year.	Nos. of fulfillment	5	NO						
	Total		15							
E	Employee Relations & Welfare									
20	Effectiveness of Grievances Redressal System - % of Grievances settled vis-à-vis received during the year		4	75%	55%	45%		Internal	Compliance Report	
21	Pension, Medicare, Yoga classes to reduce stress where the job is stressful, setting up of wellness centre such as Gym etc	% of settlement	4							
	Employee Satisfaction survey - ESI measure in %	Number of programmes / date of implementation of scheme	4							
22		%	4							
23	Formulation and implementation of social security scheme	Yes / No	4							
24	Number of structured meetings with employees' representatives	Number of Meetings	4	4	3	2	1	0	Internal	Minutes of the meeting
	Total		20							
F	HR Branding & Excellence - Indicate achievement in this field for initiatives such as:									
25	Participation in survey conducted by external agencies (Employer of Choice, Best employer, Best Place to work etc) Review / Revisit / Re-engineer HR Policy for meeting changing business priorities. Benchmarking projects undertaken in area of HR Organisation Culture Building initiatives	Details regarding the initiatives to be given along with achievements	10	Implementation of the recommendations of the study on Strategic Plan on HRD & Organizational Restructuring					Internal	Status Report
	Total		10							
	Grand Total		100							

NB: Total score out of 100 awarded on HRM to CPSE will be converted into score out of 5 in MoU on pro-rata basis

TABLE 1- MANDATORY PARAMETER
TOTAL R & D EXPENDITURE AS A PERCENTAGE OF PAT

Sl. No	Unit	Weight -age	Performance Target					Achievement
			Excellent	V. Good	Good	Fair	Poor	
(1)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Total R & D Expenditure % of PAT	2.5	2	1.75	1.5	1.25	1.00	

PROJECT CHOSEN BY CPSE

Sl. No	Performance indicator	Weight -age	Performance Target					Achievement
			Excellent	V. Good	Good	Fair	Poor	
(1)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
1	Study on the efficacy of newer seed treatment chemical on viability and vigour.	1	31.01.2013	15.02.2013	28.02.2013	15.03.2013	After 31.03.2013	
2	Identification of superior hybrids of Maize, Bajra and Paddy through field demonstration.	1	31.01.2013	15.02.2013	28.02.2013	15.03.2013	After 31.03.2013	
3	Equipping the QCL with advanced equipments for seed health test.	0.5	31.01.2013	15.02.2013	28.02.2013	15.03.2013	After 31.03.2013	

SUSTAINABLE DEVELOPMENT PROGRAMME UNDER MOU 2012-13

2012-13
Approved by DPE/TF
Signed

Sl. No.	Activity	Yes/No	No. and Date of Board Resolution
1.	Whether Specific SD Plan and Budget passed by Board or its Designated Committee		

Table 1. SD Committee details			
Board level Designated Committee Name	Chairman of Board level Designated Committee	Number of regular meetings held	Key decisions during the year
1	2	3	4

Total score for this Table 0.5

Table 2. Total SD Expenditure as a percentage of PAT					
	Weight	V			Poor
		Excellent	Good	Fair	
1					
Budget allocation towards SD expenditure as a percentage of PAT	1	0.60	0.55	0.50	0.45
					0.40

Table 3 : Projects selected under Sustainable Development Programme under MOU 2012-13

Sl. No	Schedule A/B	Project/ activity	Performance Indicator	Weight	expenditure (Rs. Lakhs)	Duration S / M / L	Target Set				Target achieved	
							Excellent	Very Good	Good	Fair		Poor
1	2	3	4	5	6	7	8					
1.	A	Rain water Harvesting In own campus (3Nos)	Number	0.5	4 Signed	Short Term	31.01.2013	15.02.2013	28.02.2013	15.03.2013	31.03.2013	
2.	A	Afforestation (Tree Plantation 15000 Nos)	Number	0.5	7.5	Short Term	31.01.2013	15.02.2013	28.02.2013	15.03.2013	31.03.2013	
3.	A	Management of Sox, Nox and Noise pollution	Audit and certification by external auditor for EMS	0.5	4.5	Long Term	31.01.2013	15.02.2013	28.02.2013	15.03.2013	31.03.2013	
4.	B	Conducting Promotional activities on SD at suppliers / partner premises (i.e. Environment management practices (2 Nos)	Literature and confirmation from supplier	0.5	2	Short Term	15.02.2013	28.02.2013	15.03.2013	25.03.2013	31.03.2013	
5.	B	Training of NSC employees on the aspects of SD at the seed processing plant of NSC.	Mandays	0.5	3	Short Term	60	55	50	45	40	

Table 4. Evaluation of Projects

No. of projects evaluated by an Independent External Agency/Expert/Consultant, etc.		Evaluation/Certifying Agency/Expert/Consultant, etc.	
Sl. No.	Project Activity	Mode of certificate issued by external agency	Documentary evidence and source/origin of documents
1	Rain water Harvesting In own campus (3Nos)	External Agency Signed	Copy of certificate issued by external agency
2	Afforestation (Tree Plantation 15000 Nos)	Internal/External	Copy of certificate issued by respective Regional Managers of NSC
3	Management of Sox, Nox and Noise pollution	External Agency	Copy of certificate issued by external agency
4	Conducting Promotional activities on SD at suppliers /partner premises (2 Nos)	External Agency	Copy of letter issued by Partner / supplier
Total score for this Table			0.5

Table 5. - Publication of SD performance Report

Activity	Yes/No	Mode of SD Report (if reported, whether a stand-alone SD Report or a part of Annual Report, etc.) Key decisions during the year
1	2	3
SD performance Report	Yes	Stand alone SD Report

Total score for this Table	0.5
Total score for all Tables	5

Template for CSR Review
List of Broad activities to be covered under CSR

Sl No	Name of the Project	Weight age (%)	Excellent	Very Good Signed	Good	Amount allotted (% of allocation of budget amount)
1	Adoption of number of villages through third party presence and development programmes. (Public health, education, Sanitation, de-silting of ponds, Plantation, cultivation of remunerative crops etc)	2	4	3	2	40%
2	Providing seed bins to farmers (Budget being spent) as a %)	0.5	100%	90%	80%	20%
3	Reforms programmes in jail premises (Sponsoring of de-addiction programme, yoga and meditation, health awareness programmes, sports, vegetable and medicinal plantation etc)	1	100%	90%	80%	25%
4	Soil testing of NSC's seed growers	0.5	100%	90%	80%	15%
5	Budget allocation (3.5% of PAT)	1	3.5%	3.25%	3.00%	

NATIONAL SEEDS CORPORATION LIMITED
NEW DELHI-12

(Rs. In Crore)

S.No.	Particulars	2007-08		2008-09		2009-10		2010-11		2011-12		2012-13
		MOU	ACTUAL	MOU	ACTUAL	MOU	ACTUAL	MOU	ACTUAL	MOU	Projected 11-12	Projected
1	Production	70.61	142.37	102.60	181.43	152.66	314.14	335.30	444.41	410.70	427.75	444.75
2	Gross Sales	160.72	228.92	175.50	301.70	251.45	485.60	493.00	660.42	645.00	655.24	670.00
3	Gross Margin	20.94	34.57	22.03	42.89	38.85	84.80	56.52	64.46	81.00	61.16	60.30
4	Profit before tax	20.14	33.43	20.93	40.96	36.83	79.84	50.30	52.51	71.55	50.48	45.84
5	Gross Block	27.00	26.39	28.24	28.24	30.39	32.50	41.65	36.81	70.00	44.20	49.00
6	Less dep	16.49	16.38	18.39	17.62	20.23	18.57	20.21	20.00	21.82	21.75	23.65
7	Net block	10.51	10.01	9.85	10.62	10.16	13.93	21.44	16.81	48.18	22.45	25.35
8	share capital of CPSE	20.62	20.62	20.62	20.62	20.62	20.62	20.62	20.62	20.62	20.62	20.62
9	Reserves & surplus of CPSE	1.61	23.00	23.08	66.15	84.65	96.91	103.40	131.64	196.54	158.65	187.69
10	Capital Grant Reserve						26.04	18.93	27.14	26.04	32.48	34.28
11	Less deferred reve exp / pre-acquisition loss	0.75	0.81	0.00	0.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00
12	Less Profit & Loss A/c											
13	Net worth of CPSE	21.48	42.81	43.70	86.21	105.27	143.57	142.95	179.40	243.20	211.75	242.59
14	Investment	8.87	8.87	8.87	8.87	8.87	8.87	8.87	8.87	8.87	8.87	8.87
15	Sundry debtors/Net sales %	19.00	17.00	17.00	11.00	17.00	17.00	16.00	7.49	12.65	7.30	7.94
16	Inventory	14.50	24.09	15.50	29.95	36.76	50.55	82.09	63.08	72.10	64.65	68.60
17	Total Current assets	69.80	133.41	93.90	217.80	149.60	361.17	379.28	392.60	416.04	369.21	416.21
18	Total current liabilities & provision	37.00	83.35	68.70	149.81	54.02	151.94	265.07	216.43	126.50	190.00	165.00
19	Net current assets	32.80	50.06	25.20	67.99	95.58	209.23	114.21	176.18	289.54	179.21	251.21
20	Capital employed (Net block + net current assets)	43.31	60.07	35.05	78.61	105.74	223.16	135.65	192.99	337.72	201.66	276.56
21	Total debt (loan funds)	0.00	0.00	0.00	0.00	0.00	93.64	0.00	29.68	110.00	6.00	50.00

2012-13
TRENDS FOR LAST 5 YEARS

S.No.	Particulars	2007-08		2008-09		2009-10		2010-11		2011-12		2012-13	
		MOU	ACTUAL	MOU	ACTUAL	MOU	ACTUAL	MOU	Actual	MOU	Projected 11-12	Projected	
22	Total Assets (Gross Block)	27.00	26.39	28.24	28.24	30.39	32.50	41.65	36.81	70.00	44.20	49.00	
23	No of employess of CPSE	700	664	720	703	759	725	816	840	840	805	785	
24	Dividend paid	0.00	1.55	0.00	1.86	0.00	2.27	2.06	2.27	4.12	4.54	4.54	
25	Addvalue (gross margin less capital recovery factor 4% of capital employed for social sector and 10% for other CPSE)	7.08	28.59	18.53	34.94	28.57	62.48	42.96	45.16	47.23	40.99	32.64	
	Ratios												
26	Debt/equity	0.00	0.00	0.00	0.00	0.00	4.54	0.00	1.44	5.33	0.29	2.42	
27	Return on Net worth (% age)	93.76	78.09	47.89	47.51	34.99	55.61	35.19	29.27	29.42	23.84	18.90	
28	PBDIT/ Total employment of CPSE (Rs. In lakhs)	2.99	5.21	3.06	6.10	5.47	11.17	7.80	7.90	9.64	7.60	7.68	
29	Gross Profit/Capital employed (% age)	24.64	55.75	59.74	53.05	35.61	37.36	40.60	32.58	23.48	29.49	21.17	
30	Net Profit / Net Worth (% age)	29.42	53.10	30.46	30.79	23.32	36.35	23.22	20.84	20.34	15.82	14.48	
	Working of Gross Margin												
31	Net profit	6.32	22.73	13.31	26.54	24.55	52.19	33.20	37.38	49.47	33.49	35.12	
32	Tax	3.70	10.69	7.13	14.41	12.28	27.65	17.10	15.12	22.08	16.99	15.43	
33	Net profit before tax	10.02	33.42	20.44	40.95	36.83	79.84	50.30	52.50	71.55	50.48	50.55	
34	Less Prior period	0.05	0.01	0.00	0.09	0.00	-0.14	0.00	0.02	0.00	-0.02	0.00	
35	Add extra ordinary items												
36	Profit before prior period	10.07	33.43	20.44	41.04	36.83	79.70	50.30	52.52	71.55	50.46	50.55	
37	Add Interest	0.60	0.06	0.50	0.66	0.82	3.68	4.77	10.36	7.75	9.00	8.00	
38	Gross profit	10.67	33.49	20.94	41.70	37.65	83.38	55.07	62.88	79.30	59.46	58.55	
39	Add depreciation	0.75	1.09	1.10	1.19	1.20	1.42	1.45	1.60	1.70	1.70	1.75	
40	Misc. expenditure written off												
41	Gross Margin before Interest, depreciation & misc. expenditure written off	11.42	34.58	22.04	42.89	38.85	84.80	56.52	64.49	81.00	61.16	60.30	

फैक्स/Fax : 011-25842904
वेबसाइट/Website : www.indiaseeds.com

फोन/Phone : 011- 25842383, 25842672
25846292, 25846295



(An ISO 9001:2008 Certified)

**नेशनल सीड्स
कारपोरेशन लिमिटेड**

(भारत सरकार का उपक्रम-
“मिनी रत्न” कम्पनी)

बीज भवन, पूसा परिसर
नई दिल्ली-110012 (भारत)

**NATIONAL SEEDS
CORPORATION LIMITED**

(A Government of India Undertaking-
“Mini Ratna” Company)

Beej Bhawan, Pusa Complex
New Delhi-110012 (INDIA)

No. 3(2)/2012-13/NSC

Dated 6th March, 2012

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 2012-13. 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.

Thanking you,

Yours sincerely,

(M.M. Sharma)
Director (Fin)