APPENDIX 4

COMPANY’S INTERVIEW SCHEDULE

COMPANY DETAILS

1. Name of the Company : __________________________

2. Poultry Operations

[ ] Broiler [ ] Breeder [ ] Grand Parent [ ] Pure Line
[ ] Feed Mill [ ] Hatchery [ ] Medicines
[ ] Poultry Vaccines [ ] Meat Processing [ ] Equipment
[ ] Egg (Layer) [ ] Egg Processing [ ] Export Business
[ ] Retail Outlets [ ] Poultry Institute [ ] Poultry R &D
[ ] Chicks Sales [ ] Feed Sales [ ] EGG (Hatching)

3. Reason for chicks mortality

[ ] Genetic causes [ ] Management causes
[ ] Nutritional causes [ ] Disease causes

4. Biosecurity arrangements at the farm are mandatory? [ ] Yes [ ] No

5. Shed cleaning

[ ] Disinfection activities are carried out in the farm
[ ] Disinfection activities are not carried out in the farm
6. Environment related requirements in the poultry farm

- Temperature chart: Maintained / Not maintained
- Sanitized water to broiler birds: Provided / Not provided
- Summer management: Followed / Not followed
- Winter management: Followed / Not followed
- Lighting management: Followed / Not followed

7. Are you having Company Owned outlets?  [ ] Yes [ ] No

8. Broiler management in the farm

- Brooding: Followed / Not Followed
- Space Management: Followed / Not Followed
- Feed Management: Followed / Not Followed
- Water management: Followed / Not Followed
- Vaccine Schedules: Followed / Not Followed

9. What is the standard on temperature in the farm to be maintained?

10. Total Square feet available for your company?

11. How many times a farm level supervisor has to visit the farms as per company standards?

   [ ] Daily  [ ] 2 Days once  [ ] 3 Days once  [ ] 4 Days once  [ ] 5 Days once  [ ] 6 Days & above once

12. Who is the point of contact in your company to the farmers?

   [ ] Branch manager  [ ] Farm Supervisor  [ ] Accounts Executive
13. As per your standards, the frequency of company employees’ visit to your farm

[ ] Every day       [ ] Alternative days in the week
[ ] Weekly twice    [ ] Weekly once

14. The employees who visit the farms rectifies the farm related problems and issues?  [ ] Yes [ ] No [ ] Some times

15. The visiting employee should communicate the details about supplies, payments on time to the farmers?  [ ] Yes [ ] No

16. Cause for low body weight of the broiler chicken

[ ] Farm temperature       [ ] Litter quality       [ ] Feed wastage
[ ] Diseases and culling    [ ] Human factors

17. Farmers’ Knowledge level in poultry record keeping

[ ] Highly adequate       [ ] Adequate       [ ] Moderate level
[ ] Inadequate            [ ] Highly inadequate

18. Staff members’ knowledge level in poultry record keeping

[ ] Highly adequate       [ ] Adequate       [ ] Moderate level
[ ] Inadequate            [ ] Highly inadequate

19. Availability of farm level supervisors is a problem?[ ] Yes [ ] No

20. Extension Service provided by the company staff is

[ ] Highly effective       [ ] Effective[ ] Nor Effective nor ineffectual
[ ] Ineffective            [ ] Highly ineffectual
21. Mention the ideal period in days you are giving to prepare the farms for the next batch

[ ] 10 Days[ ] 15 Days[ ] 20 Days[ ] 25 Days[ ] 30 Days & above

22. Are you educating the such policies to farmers? [ ] Yes [ ] No

23. What is the possible number of batches that the farmers can rear in his farms in a year? [ ] 3 [ ] 4 [ ] 5 [ ] 6 [ ] 7 Batches & Above

24. How will you Control the farmers in ensuring the Production practices & standards?

[ ] Employee will visit the farms and give feedback in the Record Book
[ ] Farmer will give feedback and maintain a Record Book
[ ] Rate based contract

25. Are you have ERP system to manage your poultry business?

[ ] Yes[ ] No

26. Please mention the minimum farm requirements to enter agreement with farmers

- Feeding Set/Feeder : Required / Not required
- Watering set : Required / Not required
- Cleaning set (Flame Gun, etc.) : Required / Not required
- Medicine Storage Area : Required / Not required
- Health care Set for Chicks : Required / Not required
- Lighting system : Required / Not required
- Brooders : Required / Not required
- Heating System/Heaters : Required / Not required
- Fans/Coolers : Required / Not required
• Side curtains : Required / Not required
• Temperature Meter : Required / Not required
• Vaccine Injector : Required / Not required
• Feed Storage Trays : Required / Not required
• Manure storage sheds/Wells : Required / Not required
• Construction for dead bird disposal if any : Required / Not required
• Equipment for dead bird disposal (if any) : Required / Not required
• Foot Cleaning pits : Required / Not required
• Farm Software : Required / Not required

27. Please specify the standards Chicks (Weight)

28. Are you giving any incentive schemes to the farmers? [ ] Yes [ ] No

29. Did your staff understand the growing charge calculation methods?

[ ] Yes [ ] No

30. What is the standard practice you are maintaining in calculating Growing Charges?

31. What is the average weight of a Bird&FCR?

32. How will you weigh the birds?

[ ] Electronic Weighing Scale [ ] Mechanical Weighing Scale
[ ] Slater Weighing Scale [ ] Weighing Bridge

33. What is the mortality rate of birds in your company?

[ ] >5% [ ] 6 -10 % [ ] 11-15[ ] 16 – 20 [ ] 21 % Above
34. What is your review mechanism in the production side?

[ ] Everyday entry  [ ] Weekly Once
[ ] Twice in a batch  [ ] After lifting of birds

35. Are you providing technical training to your employees?[ ] Yes[ ] No

36. Are you providing technical training to your Farmers?[ ] Yes[ ] No

37. Are you educating your farmers about the growing charges and its calculation?[ ] Yes[ ] No [ ] Sometimes

38. In your perception does your company communicate well in advance at all input supplies deliveries?[ ] Yes[ ] No [ ] Sometimes

39. In your perception company is communicating well in advance at all output collection (Birds collection)?[ ] Yes[ ] No[ ] Sometimes

40. Are new bonus schemes well communicated to farmers in advance?[ ] Yes[ ] No[ ] Sometimes

41. What is the source of information on Broiler rate?

42. Are you associated with any Integrator’s association?[ ] Yes[ ] No

43. Who is finalizing the broiler rate every day?[ ] Yes[ ] No

44. Are you publishing your rate in News papers?[ ] Published[ ] Not Published
45. Rank the problems your company is facing in the production?

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<tr>
<th>S NO</th>
<th>PROBLEMS</th>
<th>RANK (1 TO 10)</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Sourcing quality inputs</td>
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<td>2</td>
<td>Poor Poultry rearing practices by the farmers</td>
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<td>3</td>
<td>Theft</td>
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<td>4</td>
<td>Mortality</td>
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<td>5</td>
<td>Misuse of Input supplies</td>
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<td>6</td>
<td>Improper weather conditions</td>
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<td>7</td>
<td>Low FCR</td>
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<td>8</td>
<td>Working Capital</td>
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<td>9</td>
<td>Low Body Weight</td>
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<td>10</td>
<td>Monitoring of Birds Performance</td>
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</table>

46. Have you entered any legal contract with the farmers? [ ] Yes [ ] No

47. Are you explaining the legal contracts to the farmers? [ ] Yes [ ] No

48. How do you verify the Legal & Other requirements before entering into a contract with the farmers?

[ ] Notary Signature [ ] Physical Farm Verification
[ ] Panchayat Approvals [ ] Introducer (Farmers)

49. What is the Contract Agreement period for the farmers?

[ ] Minimum 1 year [ ] 2 Years [ ] 3 Years [ ] 4 Years
[ ] 5 Years and above [ ] No defined period

50. Does your contract agreement specify the Growing Charges Calculation methods? [ ] Yes [ ] No

51. Does your agreement specify the quality standards of output?

[ ] Yes [ ] No
52. How do you verify the farmers before entering into a contract with the Farmers?

[ ] By own [ ] Legal Advisors [ ] Notary
[ ] Panchayat [ ] Introducer [ ] Other References

53. Please mention the main Investors in your business

[ ] Government [ ] Private Capital [ ] Bank
[ ] Financial Institution [ ] Public (Shares)

54. Have you availed any loan to run the poultry business?[ ] Yes [ ] No

55. Are you arranging any Loan to farmers in collaboration with financial institutions? [ ] Yes [ ] No

56. How many days it will take to pay the growing charges actually?

[ ] 1-3 Days [ ] 4-6 Days [ ] 7-10 Days
[ ] 11-14 Days [ ] 15 & Above Days

57. Who fixes the broiler prices every day?

[ ] BCC (Broiler Coordination Committee) [ ] Own Pricing
[ ] Competitor Pricing [ ] Others

58. What is your average production cost per bird last month?

____________

59. What is the Profit / bird of your company?

[ ] Rs. 1-5[ ] Rs. 6-10[ ] Rs. 11-15[ ] Rs. 16-20[ ] Rs. 25 & Above
60. Are you educating the farmers to get the loans? [ ] Yes [ ] No

61. Price of the chick is (Rs.):_________

62. Are you aware of insurance policies for poultry farming?[ ] Yes[ ] No

63. Is your company covered under any insurance policy? [ ] Yes [ ] No

64. What is the minimum and maximum growing charges the company paying to the farmers?

65. What is the Average growing charge, you are paying per kilogram of Chicken produced by the farmers?

66. Rate the following about the poultry business

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<tr>
<th>S No</th>
<th>Perception</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Dis Agree</th>
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<tbody>
<tr>
<td>1</td>
<td>Company is maintaining its input supplies as per schedule</td>
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<td>2</td>
<td>Company is maintaining its output schedules</td>
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<td>3</td>
<td>Supply of power is a major constraint in the operating area</td>
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<td>4</td>
<td>There is a proper communication for input supplies arrival by the company staff</td>
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<td>5</td>
<td>There is a proper communication for output birds’ collection</td>
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<td>6</td>
<td>On time payment of growing charges</td>
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<td>7</td>
<td>High mortality rates due to poor management</td>
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<td>8</td>
<td>The output quality standards are realistic</td>
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<td>The productivity standards are realistic</td>
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<td>10</td>
<td>The company is maintaining contract terms &amp; conditions</td>
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<td>11</td>
<td>Knowledge level of Supervisor is good</td>
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<td>12</td>
<td>Sanitized water is main factor for determining the output result</td>
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<td>13</td>
<td>Companies are controlling farmers resources</td>
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<td>14</td>
<td>There is a trust with the farmers</td>
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<td>15</td>
<td>Farmers are satisfied with the growing charges paid by the company</td>
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<td>16</td>
<td>Company is sharing their production related risks</td>
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<td>17</td>
<td>Quality of all input supplies are good</td>
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<td>18</td>
<td>Farmer union secure farmer's interest</td>
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<td>19</td>
<td>Bio security arrangements will prevent bird flu</td>
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<td>20</td>
<td>Getting employee is a problem</td>
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<td>21</td>
<td>Cooperation of employee is problem</td>
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<td>22</td>
<td>Payment of growing charge paid as advance</td>
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<td>23</td>
<td>Sanitary level in poultry is under control level</td>
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<td>24</td>
<td>Theft level in the region is low</td>
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67. The reason for leaving by the farmers (Please mention the below details whichever is applicable to you)

[ ] Due to less growing charge  [ ] Dispute with the company
[ ] Delayed payments  [ ] Competitor paying better GC
[ ] Closing period as per agreement  [ ] Left the poultry business
[ ] Closing due to lease period  [ ] Theft
[ ] Others  _______________________________________________________________
68. Please mention the activities by the Farmers’ Poultry associations? (Please mention the below details whichever is applicable to you)

[ ] Legal Support to farmers  [ ] Act as third party in settlement
[ ] Setting output Standards  [ ] Rate Finalizing
[ ] Demanding more Growing Charges on behalf of farmers
[ ] Supporting Contract Business Companies

69. How will you rate the trustworthiness of your present farmers as whole?

[ ] Highly Trusted  [ ] Trusted  [ ] Nor Trusted nor Distrusted
[ ] Distrusted  [ ] Highly Distrusted

70. Your relationship with the farmers

[ ] Very good [ ] Good [ ] Neutral [ ] Bad [ ] Very bad

71. Manipulation of input by the farmers [ ] Yes [ ] No

72. Causes of manipulation of input quotas by the integrators staff

[ ] Dependence of the integrator  [ ] Poor business process flow
[ ] High monitory transaction  [ ] Penalizing the farmers
[ ] Poor knowledge of staff  Other Observations

73. Corruption in output collection by the Staff will happen [ ] Yes [ ] No

74. Risk level in the process is

[ ] Very high  [ ] High  [ ] Nor High\Nor Low
[ ] Low  [ ] Very Low
75. Company's risk associated with the farmers

<table>
<thead>
<tr>
<th>S No</th>
<th>Risk Factors (1- Lowest, 5 – Highest )</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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<tbody>
<tr>
<td>1</td>
<td>Not following the production schedules</td>
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<td>2</td>
<td>Theft of birds</td>
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<td>3</td>
<td>Input diversion by the farmers</td>
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<td>4</td>
<td>Farmers’ Association</td>
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<td>5</td>
<td>Environment</td>
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<td>6</td>
<td>Government Rules</td>
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<td>7</td>
<td>Political Interventions</td>
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<td>8</td>
<td>Employee &amp; Farmers cooperation</td>
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76. Company's risk associated with the employees

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<tr>
<th>S No</th>
<th>RISK FACTORS (1- Lowest, 5 – Highest )</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
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<td>Corruption by the farmers</td>
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<td>3</td>
<td>Corruption by the traders</td>
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<td>4</td>
<td>Input Schedule not maintain as per standards</td>
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<td>5</td>
<td>Output pickup Schedule not maintain as per standards</td>
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<td>6</td>
<td>Employee Knowledge level in poultry</td>
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<td>7</td>
<td>On time salary / allowance payment</td>
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<td>8</td>
<td>Career development</td>
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77. Risk factors with the business

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<th>RISK FACTORS (1- Lowest, 5 – Highest )</th>
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<tbody>
<tr>
<td>1</td>
<td>Bird flu</td>
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<td>2</td>
<td>Farmer’s diversion of input supplies</td>
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<td>3</td>
<td>Contractual marketing by the farmers</td>
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<td>4</td>
<td>Seasonal business</td>
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<td>5</td>
<td>High raw material cost</td>
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<td>6</td>
<td>New Investments in the business</td>
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<td>S No</td>
<td>RISK FACTORS (1- Lowest, 5 – Highest)</td>
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<td>Political intervention</td>
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<td>Culture of the area</td>
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<td>11</td>
<td>Corruption by the staff</td>
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<td>14</td>
<td>Quality of input</td>
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<td>15</td>
<td>Quality of output</td>
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<td>16</td>
<td>Collection money (Cash and carry)</td>
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<td>Supply chain management</td>
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<td>Availability of Employees</td>
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<td>19</td>
<td>Poultry Association</td>
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<td>21</td>
<td>High Competition</td>
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78. The reason for end of contract by the farmers with your company?

- [ ] Due to less growing charge
- [ ] Company Closed
- [ ] Dispute with the company staff
- [ ] Delayed payments
- [ ] Competitor paying better GC
- [ ] Closing period as per agreement
- [ ] Plan to leave the business
- [ ] Closing due to lease period
- [ ] Entering new ventures
- [ ] Due to shortage of working capital
- [ ] Expecting High Quality
- [ ] Government policy
- [ ] Plan to Sell the Property
- [ ] Theft
- [ ] Operation Closed in the area
- [ ] Poor Performance

79. Do you have any plan to go for own EC farming?

- [ ] Yes
- [ ] No
- [ ] May be
80. Do you have purchased any land so far? [ ] Yes [ ] No

81. Do you have any plan for expansion? [ ] Yes [ ] No [ ] Doubtful

82. Do you have any plan to offer loan to farmers for expanding the poultry farms? [ ] Yes [ ] No [ ] May be

83. Do you think present farmers will prefer this poultry farming business to their next generations? [ ] Yes [ ] No [ ] Doubtful

84. Availability of Farm Record Card [ ] Available [ ] Not available

85. Frequency of record keeping

[ ] Daily [ ] Two days once [ ] Weekly once
[ ] Two week once [ ] Three weeks and above

86. Record Keeping managed by [ ] Integrator staff [ ] Farmers [ ] Both

87. Observations:

88. Suggestion: