

ECC NEWS

Employee Communication Journal of L&T Construction



**CELEBRATING OUR
'BACK-TO-ACTION' HEROES,
MANY UNSUNG!**

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The largest order win – an even bigger responsibility

Speaking of winning, bagging two of the largest packages of the Bullet Train project, one of them the largest EPC project awarded till date in the country, cumulatively for almost INR 32,000 Crores is the best shot in the arm for Indian infrastructure and perhaps the first sure sign that the Indian economy is up and

confidence from our track record for having been there and done it, but at the same time, we must tread carefully to get it right first time, always.

Material and machinery are vital, Men even more so. We must be ready to take on any assignment, shoulder greater responsibility, be more accountable and flexible to succeed. Apart from drawing

It will require us to have a wide, macro perspective as well as a worm's view, with a sharp eye for detail. We can draw confidence from our track record for having been there and done it, but at the same time, we must tread carefully to get it right first time, always.

Dear Colleagues,

The good news is that all the pandemic disruptions now seem behind us and thanks to all our planning and collective preparations during the lockdown, we have been able to move quickly from standstill to full flight. Of course, it has taken guts, courage, self-belief, and a conviction that we are all in it together with the result we have emerged even stronger, leaner, more

running again. For us, it represents another opportunity to execute timely to speed, scale, quality, and safety. Of course, it will certainly seriously test our project design, engineering, planning and execution capabilities, our skills at client & consultant management, procurement, talent acquisition, dealing with the media, the locals, and a whole host of

the best available inhouse talent, we need a sharp, focused, and precise strategy to onboard fresh talent that are the best in the industry. Am sure our successful strategy to re-mobilize labour after the lockdown should hold us in good stead to get the right mix and quantum of workmen for this mega project.

Successfully re-mobilizing 1,50,000 workmen

A huge triumph for us has been our success to re-mobilize close to 150,000 fresh labour across sites and geographies, to cover the shortfall caused by the migrant labour exodus before and after the lockdown. With foresight and a specially formed Task Force, we adopted a multi-pronged approach to identify and bring labour to our sites without depending completely only on our subcontractor network.

Not only have we proved it to ourselves but reaffirmed to the world that we are an organization with depth, strength of character and resolve to win against any odds.

agile, and better equipped to face the new normal. Not only have we proved it to ourselves but reaffirmed to the world that we are an organization with depth, strength of character and resolve to win against any odds.

other aspects. Our focused efforts to increase digitalization across our various businesses must be taken to a new level. It will require us to have a wide, macro perspective as well as a worm's view, with a sharp eye for detail. We can draw



We stationed our people at different locations in the prime catchment areas of the states of Jharkhand, Bihar, West Bengal, Odisha, Uttar Pradesh & Madhya Pradesh, visited even small villages, interacted with Sarpanches and Gram Pradhans to source workmen while our motivational videos helped convince the fresh workmen that L&T cared for its workmen during these testing times. Even with interstate and intrastate movement at a standstill, we were still able to move people through specially arranged buses, trains and, in some cases, by air. Our concerted efforts resulted in our workmen strength increasing to 200,000 by August and we are already touching 220,000. Yet again we proved that where there is a will, there is a way.

Digitalization helps win the day



Our journey of digital transformation paid us rich dividends as our digital solutions helped us drive efficiencies across various fronts. Apart from superior project planning, execution, monitoring, material tracking and the like, the WISA (Workmen's Induction & Skills Application) digital tool proved to be a boon for the humungous workmen remobilization effort. With a complete induction process in place that included an intelligent database and digital health screening, we

had the means to readily reach out to our workmen and convince them to return to work. The largely 'raw' re-mobilized labour, with very little orientation towards construction, were effectively inducted and trained through AR & VR modules to prepare them to be productive at sites quicker while 'ViewEHS' ensured that they worked safely.

Celebrating our heroes, several unsung

All of this was only possible because of your effort, commitment, and passion. This issue of ECC NEWS profiles only 90 'Back to Action' heroes, chosen by the various businesses and projects, for their exemplary work during a crisis.

This issue celebrates all you unsung heroes. We, as an organization, recognize your sacrifices, appreciate your selfless effort, and acknowledge that you have proved yet again that our people are our prime movers! Do take a bow!

There are however thousands of you out there across projects, across geographies who went out of your way to answer the call of duty, braving the dangerous situation, overcoming several restrictions, managing worried and agitated loved ones, to regularly travel to sites or offices to maintain progress. This issue celebrates all you unsung heroes. We, as an organization, recognize your sacrifices, appreciate your selfless effort, and acknowledge that you have proved yet again that our people are our prime movers! Do take a bow!

No looking back. Only pushing forward.

We have done very well. There should be no looking back. We must forge aggressively forward. Faster execution, prompt invoicing, more aggressive collections, and many more flawless handovers. The orders have begun to come, and it is in our hands to write our destiny. Our mantra going forward remains the same:

Drive progress. Collect cash. Keep performing.

All the best!

S.N. Subrahmanyam
CEO & MD
Larsen & Toubro

We must forge aggressively forward. Faster execution, prompt invoicing, more aggressive collections, and many more flawless handovers.

A HISTORIC SIGNING FOR INDIA'S LARGEST EPC MANDATE TILL DATE

November 26th 2020 was a red letter day both for the Indian infrastructure sector and for us as the contract for the largest EPC order awarded in the country till date was signed between L&T and the National High Speed Rail Corporation Limited. As our CEO & Managing Director, Mr S N Subrahmanyan described, "this order reflects an inflection point in the revival of India's infrastructure sector and the first sure shot indication that our economy is up

and running." For L&T, it represents a great opportunity to make up for lost ground due to the pandemic and reaffirm our status as India's foremost construction organization.

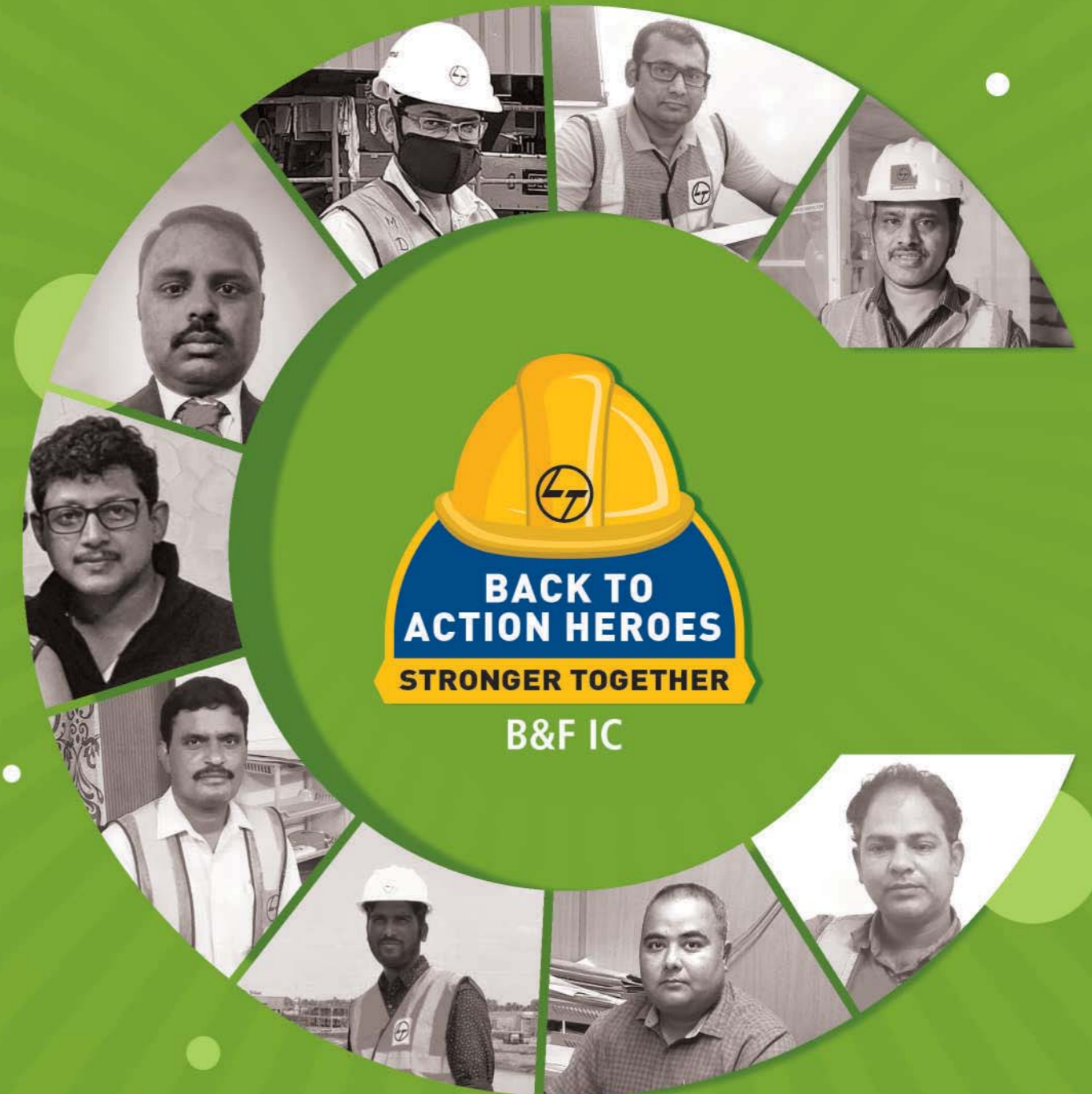
The mandate is for the design and construction of 237 km of viaduct between Vapi and Vadodara in Gujarat, four stations, a depot at Surat, 14 river, 6 railway & 42 road crossings and a 350 M long mountain tunnel.

L&T makes a strong statement of rising women leadership

It was a proud moment for Ms K Bhavani, Segment Head – Metros, Heavy Civil IC as she signed the contract on behalf of L&T marking a strong statement of the company's growing thrust on nurturing women leaders. "I am truly honoured and humbled by this huge responsibility and I would like to record my heartfelt thanks to SNS, SVD and the entire senior leadership of L&T Construction for their encouragement, support and for reposing so much faith in my capabilities," said a visibly moved Bhavani.



"This project will give a huge thrust to economic and social development," declared Whole Time Director & Senior Executive Vice President (Civil Infrastructure), S V Desai, for whom and his team, the mandate is not only a huge win but an even bigger responsibility. "The project will generate employment for professionals like engineers, technicians, designers, architects and create livelihoods for skilled and semi-skilled workforce and construction workers. It will boost demand for construction material and machinery and even ancillary industries like hospitality, entertainment, health, tourism, real estate & housing and education will flourish during the construction phase," he elaborated.



PILOTING THE PERFECT TAKE OFF

L&T has given me the opportunity to work with diverse multi-cultural teams that has helped me immensely as a professional. My organization is building nations and I could not be prouder.



S. Arunkumar

Senior Construction Manager, B&F IC

At the Chennai Airport Project, the unlock opened to a flurry of activity and several challenges that the team, including S. Arunkumar, prepared to face with resilience and strength. "Workmen mobilization was our biggest challenge," he shares. "We liaised with the district government officials for e-passes for vehicles and with the support of a travel agency brought back some workmen. Our next challenge was to identify their skills and engage them appropriately as half of them were new to the site and had not worked at an airport project previously," he says with a frown.

Never the ones to give up, the team began to aggressively train the new workmen supported by all other departments and CSTI. "We had work-based training for the lesser skilled workmen and within a week to ten days, we began to engage them in areas less prone to risks till they were qualified enough to work at heights." Arunkumar mentions the WISA App that helped them enormously to engage the right person for the right job from the start. "Our efforts have paid off as we have completed the concrete basement retaining wall," he says with an air of success.

Arunkumar acknowledges the support from the client and other local bodies to manage the new normal at the Chennai airport site. As chartered flights had resumed, passenger movement could have posed a threat of infections. "With the client's support we were able to divert their movement that enabled us to start concrete production from June." He credits his enthusiasm and consistent performance to his Project Manager, Anup Chulliyil's guidance and the support of his colleagues, Ravishankar, Karthikeyan and Pradeep. "My team has always stood by me," he says albeit a little emotionally.

Having joined L&T in 2006 as an Assistant Engineer at the Sainath Education Project, Anekal, Arunkumar has worked at the Trident Hotel, Cognizant Software Technologies, HCL Technologies, US Client Safron CENCO and TOD Musarambagh projects before taking over as Senior Construction Manager at the Chennai Airport Project.

Hailing from Chennai, Arunkumar is married to Sujatha, a homemaker and they are blessed with two children, son, Shyam, and daughter, Dharshini. A voracious reader with a penchant for autobiographical and history books, he also loves listening to music and is a hard-core fan of the legendary singer SPB. He recalls with pride receiving an appreciation from the late AR for completing the Puttaparthi project in a record 50 days. His first meeting with his wife and the birth of his children are some of his other memorable moments.



"L&T has given me the opportunity to work with diverse multi-cultural teams that has helped me immensely as a professional. My organization is building nations and I could not be prouder," leaving no doubt how much he values his Company.

A BLACK BELT CONSTRUCTION MAN



Initially it was difficult to manage the workmen, but we supported them and they in turn reciprocated. The district administration also supported us by arranging passes for vehicles to deliver cement, steel and bulk material.

so to mobilize and retain manpower from other states is a huge task. We had mobilized 120 workmen from Bihar, West Bengal and Jharkhand just before the lockdown and retaining them during and after the lockdown was a major task."

Assam normally has an extended monsoon from April all the way to October and since the project is located in a low-lying area that was originally a pond, the slightest rain floods the place and dewatering is the only way out.

The project had planned to complete casting the hospital raft before the monsoons, but COVID-19 put paid to all their well-laid plans. "It was critical to complete the raft before the monsoon or else we would have lost a good 3-4 months in dewatering alone," says a serious looking Rana. They thus approached the client and received permission from the District Collector to resume minor construction works like shuttering and reinforcement from April 2nd. "We resumed the work with a reduced manpower scattered across the site strictly adhering to all the SOPs," he shares. "Initially it was difficult to manage the workmen, but we supported them and they in turn reciprocated. The district administration also supported us by arranging passes for vehicles to deliver cement, steel and bulk material." Ultimately, they completed casting the raft on 13th May signalling a huge triumph for the team.

Rana joined L&T on 5th June 2005 as a Junior Engineer at the Rajiv Gandhi Indoor stadium project after which he has worked at the Games Village, Godrej Water Side, ESIC Joka and NEIGRHIMS projects before taking over as Project Head at the ACCF project.

Rana Dhar

Construction Manager (Civil), B&F IC

He is a 2nd Dan Black Belt in karate. "My hobby is to practice karate," shares Rana Dhar, "I manage some time for it on Sundays. Sometimes I even teach karate," and Rana should certainly be drawing on some of the positive aspects of karate like balance, confidence, timing, situational awareness as he performs at his Assam Cancer Care Foundation project at Dibrugarh, Assam. "Working in such a remote location, workmen mobilization and retention was a massive challenge for us right from the beginning of the project," he points out. "Dibrugarh is known as the Tea City of India that attracts local manpower to its magnificent tea estates but due to scarcity of resources, cost of living is very high



Hailing from Kolkata, Rana is married to Sujata who works as an Assistant Professor at the Lady Brabourne College, "which is one of West Bengal's best!" chips in Rana. They are blessed with a daughter, Mihika, whose birth is unsurprisingly Rana's life's most memorable moment.

STANDING TALL TO BRAVE CHALLENGES

We took all these challenges in our stride and moved forward. We enjoyed the first fruits of our labour when despite all the hurdles we managed to initiate and complete a total excavation of approximately 12,000 cum within 10 days of resuming work.



Ranganathan E

Manager (Mech), B&F IC

The pandemic was a huge damper for E Ranganathan, Project Head of Assam Cancer Care Hospital Project at Kokrajhar, having been in the thick of action across several prestigious L&T projects for over a decade and a half. "Remobilization of our workforce and adhering to COVID-19 precautionary norms was an entirely new challenge," he shares. "Our project was at a very early stage, so it was very critical that we complete the temporary infrastructure before the monsoon as soon as we received the green signal to re-start operations on May 4th." Since labour had gone, the team decided to engage local labour for the immediate execution of works. "Getting them to match L&T standards of safety and quality has been tough," remarks Ranganathan.

Their remote location some 240 km from Guwahati proved to be a big roadblock for material procurement, and since they depended on the metro cities to a large extent for many consumables, the lockdown had veritably cut them off. "However, we took all these challenges in our stride and moved forward," says a determined Ranganathan and success was just round the corner. "We enjoyed the first fruits of our labour when despite all the hurdles we managed to initiate and complete a total excavation

of approximately 12,000 cum within 10 days of resuming work." Ranganathan's excitement is obvious.

Our client, Assam Cancer Care Foundation, has been a tower of strength for us during these tough and testing days, he acknowledges. "They helped us with the basic medical facilities, their medical staff regularly visited and checked on our workmen and they even helped us to arrange for rapid COVID-19 testing at site."

He attributes his performance to the support he has received from Sudipta Kumar Basu (KKCL CPM), Anjan Mahapatra, Project Director, Manish Kumar, Central Project Manager, Dilip Kumar Bera, Project Manager and Mr Prasenjit Mukherjee, Accounts Head. "Bapi Mitra Chowdhury and Anirban Saha also stood by me unfazed as we braved the challenges together posed by a common enemy," says a thankful Ranganathan.

"I am extremely happy to be a part of an organization that takes care of its employees and builds landmark monuments like the Statue of Unity. I stand tall with pride and will continue to give my best for the organization," he signs off positively.



Hailing from Kalpakkam, Ranganathan is married to Rekha R, a homemaker and they are blessed with a son, Sanjay R. He enjoys his free time playing chess and watching TV. "My son's birth has been my life's most memorable moment," he shares emotionally.

UNFAZED AND ARMED WITH SOLUTIONS



We all played our part in the team, working in tandem with each other. Together we are stronger.

He is all praise for his seniors crediting his stellar performance to their bird's eye view of the overall situation and constant guidance. "We all played our part in the team, working in tandem with each other. Together we are stronger," he says with great conviction.

Sonawane joined L&T in 2007 as a senior engineer at the DIAL Terminal-3 project after which he has worked at the Cognizant Phase II, Reliance Jio Garden, Caggemini IT Park Airoli, BARC, Wipro

Pune projects before taking over as the Finishing Head of the L&T Business Tower Project in Powai, Mumbai.

Hailing from Chalisgaon, Maharashtra, Sonawane is married to Swapna, a homemaker and they are blessed with two children, son, Jai, and daughter, Maitryi. An altruistic at heart, he spends his free time to give back to society by actively participating in clean-up drives and recycling waste into fertilizer. Coming from a humble background, Sonawane in all modesty says that the joy he saw in his parents' eyes when he became an engineer is the most memorable moment of his life.



About his association with L&T, Sonawane says, "We, as an organization, are building this great nation and that makes me very proud!"

Sonawane Bhaiyasaheb Arun

Construction Manager (Civil), B&F IC

Even as the challenges posed by the pandemic loomed large, Sonawane Bhaiyasaheb Arun, known for his generous heart and easy smile, stood unfazed armed with a solution-oriented mindset. In quick time, the team had to create a workman habitat inside the site premises and work to bring back workmen to reach their pre-lockdown strength of 1300. "The issue was that because of Mumbai's rising number of positive cases, no one was willing to travel so convincing them required excellent interpersonal skills," says Sonawane. A critical task was to make the site ready for restart following the new safety, health and hygiene norms and fresh SOPs. "Another hurdle was that we had to take several new permissions to restart work that the government authorities had newly imposed and of course," he sighs, "there were so many restrictions on movements, on timings that we had to take into consideration."

Approaching the issues systematically, Sonawane shares about the various teams that were formed to address specific issues of procurement, worker mobilization, site facility, approvals, safety, NSC coordination and such like. "At the same time, we had to create confidence among the workmen to return to work on one hand while on the other, extend facilities to our nominated subcontractors to help them get back to work. We even helped them mobilize workmen," says Sonawane with the air of a man who has worked hard for his success. "Our vendors joined hands with us while our client supported us to implement our SOPs by coordinating with the Government officials for permissions."

STRIVING TO DELIVER IN A CRISIS



We completed the pre-assembly of critical erection works in the elevated structure that ensured that we not only saved time but we are in a much better position to achieve our targets and hand over the building to the client in time.

Munjeti Gopala Krishna

Construction Manager (Mech), B&F IC

A major challenge confronting Munjeti Gopalakrishna (or MGK, as he likes to refer to himself) at the RAMCO Line-III, Cement Plant project in Jayanthipuram, was to mobilize adequate skilled manpower after the unlock by whatever means possible to meet the project completion deadlines. He is delighted that by achieving his objective, they have successfully achieved some important project milestones. "We have handed over the process requirement to the client for the preheater, kiln, clinker cooler and ESP buildings," he shares with a huge sense of satisfaction. "We completed the pre-assembly of critical erection works in the elevated structure that ensured that we not only saved time but we are in a much better position to achieve our targets and hand over the building to the client in time."

While MGK and his colleagues had to rely on their vendors and subcontractors to identify and mobilize enough manpower, they were careful to search for and find skilled manpower for the critical erection works of the preheater. He is extremely thankful to his seniors and colleagues for having made this possible. "It has been a huge collective effort to mobilize manpower," he shares with great fervour, "all our teams from planning, admin and other support functions worked very hard and in a well-coordinated way to ensure that we had adequate manpower to start operations at site as soon as the lockdown was lifted."

Working on the RAMCO cement plant project, MGK finds himself on familiar ground because he has worked on a string of cement plant projects before. Although after joining L&T in 2009, his first

project was ICICI Bank Gachibowli and another stint at Hyderabad Metro Rail, the rest have all been cement plant projects: 6,000 TPD Zuari Cement Plant, 6000 TPD Heidelberg Cement Plant, 3500 TPD Prism Cement Plant, 6500 TPD Orient Cement Plant and the 4500 TPD KCP Line-II Cement Plant. "You can call me a bit of an expert on cement plants," laughs MGK, who hails from the village of Loharijola in Andhra Pradesh's district of Srikakulam. He is married to Sudharani, a homemaker, and they are blessed with two children: Akshini and Keerthi Krishna. His favourite hobby is cricket.



In conclusion, he says, "Our organization took on a very big challenge to mobilize manpower during the lockdown by using various modes of transport which has gone a long way to help us complete our project within the stipulated time."

SEEKING QUALITY IN EVERYTHING



Suman Kumar Sourabh

Manager (QA/QC), B&F IC

An attribute that Suman Saurabh gives greatest importance to is 'honesty in quality product delivery and EHS' and as a professional with the responsibility of driving quality at his project, it is a very relevant attribute to have. Having joined L&T in 2010, Suman is presently working at RAMCO's Jajpur Cement Grinding Unit, Haridaspur, in the Jajpur district of Odisha. "During and after the lockdown, most of our old workmen left our site," he shares his challenges, "and we had no proper communication of how workmen from other states could travel to our site after the unlock. It was very difficult to find skilled manpower locally, but we had no other option but to get maximum labour locally. On top of this, we were facing huge pressure from the client to commission the plant in time."

For Suman and his colleagues, arranging for local subcontractors and introducing new, small vendors were the only solutions to increase manpower. "We depended on their (the local subcontractors) networking to source labour and we even sent vendor supervisor teams to the nearby villages to identify, motivate and convince workmen to come and work at our site." The vendors also helped by providing the history of new workmen that made it easier for the team to screen them before engaging at site. "The client supported us to implement our SOPs," adds Suman, "they made arrangements to quarantine the new workmen and coordinated with our admin team and the local administration to arrange for new labour." Suman points out that they sourced new workmen only from green and orange zones and "we started evaluating workmen through video calls before calling them to site." Suman also acknowledges the help and support from his seniors to address his site-based issues.

Although COVID-19 has thrown up several unique challenges, Suman has been able to hold his own thanks to his 10-year experience with L&T that began at the Lafarge Cement Grinding Unit project after which he was involved in the 'Atmosphere'

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project in Kolkata. "It was an iconic project," he shares with pride, "and I was responsible for 4000 MT of structural steel fabrication and erection." Suman's 3rd project was the Tata Housing Avenida project, again in Kolkata, where he was looking after MEP works, after which he has landed at Jajpur.

Suman's native place is Katihar in Bihar. He is married to Nutan Kumari, a homemaker, and the birth of his angel, daughter Anika, has been Suman's most memorable moment. "I like to listen to music in my free time," he says, nodding that he does find time for it.



EVOLVING CATCH-UP PLANS TO STAY ON TRACK

Ravi Pattem

Construction Manager (Mech), B&F IC

With the amount of time lost due to the lockdowns and delays in mobilizing adequate labour to bring site operations back on track, several managers like Ravi Pattem across L&T Construction are evolving catch-up plans with their respective teams. The labour exodus with the Unlock has left several sites including Ravi's RAMCO Kolimigundala project site searching for skilled workmen which is why he triumphantly claims, "I explored and mobilized 387 relevant workmen for mechanical works and then trained them to reach L&T quality and safety standards." Apart from having to arrange transportation to mobilize fresh labour, Ravi's other challenges at site have been to offset the shortfall of oxygen and carbon dioxide cylinders and welding rods. "Of course, the rising number of COVID infections to our staff has been another headache," he adds with a pained smile.

His mobilization of workmen has been most helpful for the site because as he shares, "the kiln erection was completed as per schedule with trained workmen and we also completed the erection of the preheater top structure." Ravi is equally proud of another piece of his out-of-the-box thinking. "To overcome the shortage of O2 cylinders, I replaced the gas cutting machine that involves the usage of O2 with a plasma arc cutting machine that does not require O2."

On ground, Ravi and his team have been busy creating a healthy work environment. "We are constantly monitoring and motivating our people to achieve our committed targets," he emphasizes. "We have helped to provide transportation facilities for manpower mobilization by seeking prompt approvals from the cluster, convincing the local government officials to conduct COVID-19

tests for the newly mobilized workmen and are using the Spandana Android app to update workmen details prior to seeking permissions from government officials for inter-state mobilization."

In this fight to overcome the disruption caused by the pandemic, Ravi is bringing to play all his experience gained from having worked at eight projects at L&T with RAMCO being his 9th. Hailing from the village of Puttur in the Chittoor district of Andhra Pradesh, Ravi is married to M Monika, a homemaker and they are blessed with one child, Yuva Sai. "I love watching movies over weekends," he smiles.



Ravi is proud of L&T for having taken on challenging projects like the Navi Mumbai Airport and the Statue of Unity and for taking care of its employees during the COVID-19 crisis despite facing a severe monetary strain.



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THE FREEDOM TO OPERATE AND TAKE DECISIONS

Parwez Ahmad Khan

Assistant Manager (IR), B&F IC



Two aspects that make Parwez Ahmad proud of being a part of L&T are the freedom to operate and take decisions. "Further, the confidence that my seniors reposed in me has always been a morale booster especially during these difficult and testing times," he says earnestly. "These factors together have always inspired me to work harder and achieve higher standards in my field of work."

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Parwez's contribution has been inspirational at his present project, the India International Convention & Expo Centre at Dwarka in New Delhi, to combat the pandemic. Oh yes, he nods, "We have had to face many challenges since the lockdown. One of which has been to network with subcontractors and tap new and different sources to mobilise labour. Though the prevailing travel restrictions were big hurdles, we overcame these by closely coordinating with subcontractors located in various states to arrange buses, train tickets for workmen followed by the due diligence of identity verification." He mentions about the separate isolated blocks that were maintained to house the fresh inflow of new workmen to ensure quarantine norms along with round-the-clock medical check-ups. "Perhaps the biggest challenge," Parwez says, "was to establish an emotional connect with the workmen by extending to them a comfortable and safe working environment since they were risking themselves by working in such harsh times."

Apart from revamping the labour camp and setting up quarantine blocks, Parwez was involved in revisiting the SOPs for camp operation and maintenance, realign them with the Health Ministry guidelines and formulate new rules for the new,

incoming workmen. He mentions the introduction of a Public Address System in the labour camp to frequently broadcast the precautions and care to be taken to prevent infections adding that the introduction of additional features in the WISA App made workmen induction far easier. "The support extended to me by my seniors and team members has been quite extraordinary," says a grateful Parwez, "and they will remain a guiding influence to deal with such situations."

Before IICC, Parwez has a host of other projects with L&T in his track record. "My first project was VGS Dulhera Project," he recalls, "followed by HCL, the Convention Centre in Aero city and the BJP Headquarters project before moving here to Dwarka."



"I like to spend my spare time bonding with my family members," he says with a glow to his face and his family members include, his wife, Kamila, who is a homemaker and two sons, Aayan and Arhaan. Parwez hails from the village of Mania in the district of Ghazipur in Uttar Pradesh.

AIMING TO ACHIEVE HIS GOALS!

Boopathi C

Senior Engineer (Civil), B&F IC

As the MVDC Test Track Project reopened from the shutdown, Boopathi C and team faced challenges to operate in new ways. "As majority of our workmen had left, to resume site activities with a negligible workforce was our greatest challenge," shares Boopathi, "along with mobilising fresh workmen, ensuring their health, safety and strictly following all the COVID-19 restrictions." Diving right in, the team began by first boosting the morale of the subcontractors and workmen. "Thanks to our dedicated effort to re-mobilize and continuously follow-up, we have efficiently restarted site activities," he shares proudly.



"After creating confidence among the workmen, we trained and offered them incentives," Boopathi shares. Their strategy was simple but effective. "To overcome the shortage of labour, we focussed on engaging local workmen to carry out site activities. All manpower driven activities such as stone pitching that had come to a standstill due to the pandemic, were kick-started."

Boopathi has rich experience in working on factory projects such as Saint Gobain Phase – III – Sriperumpudur, Natrip Test Track – Oragadam, JK Cement Plant – Chittorgarh, Maruti B&C Line – Manesar before taking over as Senior Engineer at MVDC Test Track Project.

Hailing from Manapparai in Trichy, Boopathi is married to Carnila Devi B who works as a Computer teacher in a private school. They are blessed with a daughter, Venmugil B, whose birth is Boopathi's life's most memorable moment. He spends his free time listening to music, reading news and cooking. Though he admits that he does not have much time on hand to actively pursue his hobbies, he utilises his daily travel time to the site to catch up on music and news.



"It is great to work for L&T as the organization has supported me in all my endeavours. My seniors and colleagues have always motivated me to aim and work towards my goals. L&T supports various CSR activities that I am part of, which makes me proud!"

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Though productivity was suffering due to reduced work hours and moderately low level of local skilled workforce, digital solutions helped to perk up progress for Boopathi and team. "Through Procube, I enter the required data, monitor lapses, identify shortcomings and thereby improve productivity," he says with quiet determination.

Boopathi acknowledges his Project Manager, Construction Manager, Project Administrator and Time Office In-charge for their unstinted support to mobilise workmen during the strict travel restrictions in Tamil Nadu. "It is only due to their support that we could arrange buses and train tickets to safely bring workmen back from all parts of the state," he points out.

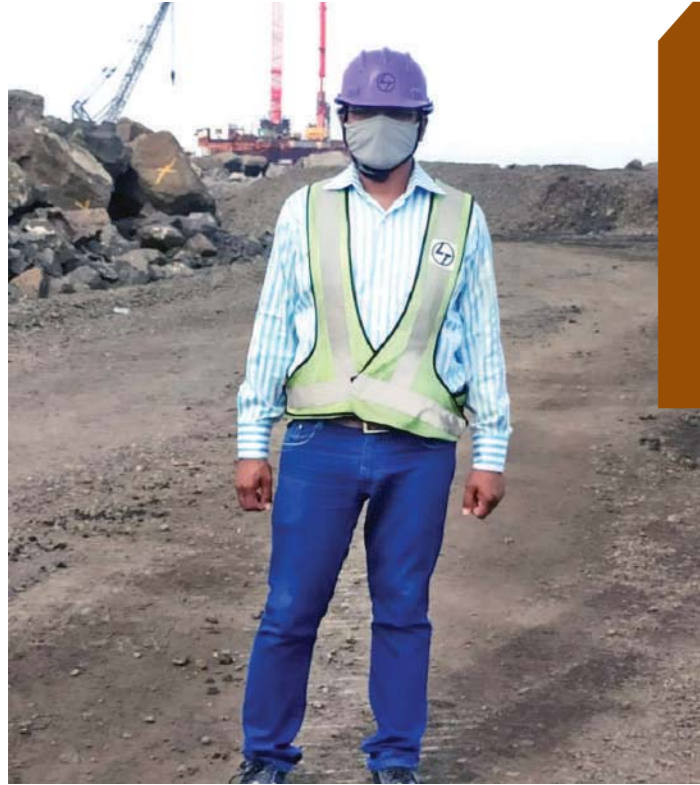


**BACK TO
ACTION HEROES
STRONGER TOGETHER**

HEAVY CIVIL IC

RIDING THE TIDES TO ACHIEVE PROGRESS

Apoorva Dholakia,
Construction Manager (Civil), Heavy Civil IC



We planned our activities and with continuous follow ups and support from our contractors and all our in-house departments, we achieved maximum progress in the seawall and reclamation. We micro-planned to achieve progress with work planned according to the tides, effectively utilizing our resources.

After the unlock, Apoorva and his team had to push the pedal for quicker progress. "We planned our activities and with continuous follow ups and support from our contractors and all our in-house departments, we achieved maximum progress in the seawall and reclamation. We micro-planned to achieve progress with work planned according to the tides, effectively utilizing our resources. The checking of work done was planned a day before so that all Requests for Inspection could be raised, and the checking carried out the next day." Apoorva acknowledges the excellent leadership and support from the seniors and his team members for their success and singles out Project Director, Rakesh Sisodia Sir, Suhas Deshpande Sir, and K S Bhat Sir for special mention.

Apoorva is extremely impressed by L&T's work culture. "I am proud of our teamwork, the facilities provided are the best, we get the chance to work on various work-fronts/categories of work so that we get to learn, gain experience and with digitalization today becoming a part of daily life, we are on the way to becoming a most effective digitalized organization."



Hailing from Vadodara, Gujarat, Apoorva's better half, Anjani, has a Masters in Commerce and is a homemaker looking after their son, Prahara. During his free time, Apoorva loves to travel and explore new places.

Apoorva Dholakia is part of the prestigious Mumbai Coastal Road Project - Package 1, responsible for the construction of the sea wall and reclamation. "These are two crucial activities and since we had to complete a lot of work before the severe Mumbai monsoons set in, our client, Municipal Corporation of Greater Mumbai, arranged special permissions for us to continue working even during the lockdown," he explains. "We went through many challenges during that period and we had to be very vigilant to ensure that our workmen took all the necessary precautions to remain safe. We continuously advised and encouraged them with the result they put in their best effort for us," says a pleased Apoorva.

He has been associated with L&T for a decade since September 2010 having spent the first seven years with the Power IC. "I worked on two state government power projects (2x600 MW) where I was responsible for the construction of the chimneys, cooling towers, all plant and non-plant buildings." He pauses for a moment as if recalling a moment and continues, "Safely completing the construction of one of our chimneys that rose to a height of 275 m using slip form was one of the most memorable moments of my life," he enthuses. "It was my first project with L&T and of my construction career. It was a gigantic structure and we were all very proud after its construction," he says, eyes shining.

NEVER TAKING HIS EYES OFF THE BALL

"I am proud to be a part of the L&T family because for me, it is my dream come true!"



Vikash Kumar Anand Kumar Jha,
Construction Manager (Civil), Heavy Civil IC

One of his hobbies is cricket and Vikash Jha has learnt one of the basics of a good cricketer: never take your eyes off the ball. As Station Manager with end-to-end responsibility of the INR 213 Crore Pottery Tower Station of the Bangalore Metro project RT-03, Vikash has a lot on his shoulders. After 4 and 5-year associations with the Mumbai Monorail and Riyadh Metro projects respectively, he was pushing things along smoothly when the pandemic struck. "One of my biggest challenges was to retain our workmen because for the critical works that we were involved with like piling, excavation and King post, skilled workmen were absolutely essential," he asserts.

"We had completed around 73% of piling activity by end March and since it was critical to complete piling to proceed with full-fledged excavation along with rest of the station works once the city unlocked, we focused on it," he prioritises. "Despite hindrances like land clearance, we formulated a plan to work through all constraints and push to complete piles wherever any front was available."

"We could not afford to let go the piling group of workmen who had been with us from December 2019 so we went all out to retain them by engaging with them regularly, providing them incentives and giving them no reason to leave." Parallely, Vikash mobilized agencies to take up the King post works since retaining the existing agency was becoming dicey. "As a back-up, we mobilized other agencies as well to expedite the work."

Though near a containment zone, the client helped with all approvals to keep the site running while the team religiously

followed all COVID-related SOPs. "A material receiving point was fixed for vendors near the main entry, we coordinated with prominent vendors to identify the lead time for materials and planned our activities accordingly. We had daily checklists signed by the client and us for more transparent monitoring." A 'Chill Out' period for 15-20 minutes in every shift for the workmen and employees did wonders to morale, he smiles, when everyone gathered to discuss and share views on various aspects of site activity. "All this was possible only thanks to the immense support and contribution of our seniors," says Vikash with utter conviction. "Our team members also put in extraordinary effort and right through have demonstrated great teamwork!"



Apart from cricket, he loves to read and, even better, to spend time with his wife, Preeti, a homemaker, daughter, Priyanka and newly born son whom he is yet to name.

"I am proud to be a part of the L&T family because for me, it is my dream come true!"

WITH A SPECIAL LIKING FOR METRO PROJECTS

M Koilraj
Construction Manager (Electrical), Heavy Civil IC

Even since he joined L&T in May 2013, M Koilraj has been involved only with Metro projects. "I joined as an Assistant Manager MEP at the Chennai Metro UAA-04 Project where I successfully completed the MEP works, utility diversions and interface activities after which I was at the Ahmedabad Metro from 2017 – 19 as Construction Manager MEP and completed building condition survey, utility diversion, etc, before moving here to Bengaluru." Koilraj is presently working at the Bangalore Metro RT-02 Project since June 2019 and doing everything within his control to help the project regain the speed and efficiency of the pre-COVID days.



I did a feasibility study and prepared a unique, alternate diversion plan that reduced the length and lead-time of diversion work which has worked out well.

Bengaluru is notorious for its traffic and therefore when the lockdown swept the roads clear of all vehicles, it was a most opportune time for Koilraj and team to complete road and utility diversions. "During the lockdown we diverted three major roads – the Meenakshi Koil Road in Shivaji Nagar station, the Cubbon Road in MG Road station and the Hosur Road in Vellara station. In addition, we completed the utility diversions like BESCOM 11 KV cables, BWSSB water lines, BSNL copper & Defence OFC cables on the road to do our piling works for the stations." Both these tasks of road and utility diversions require close coordination with a host of government authorities like BMRCL, BWSSB, BESCOM, BBMP, BSNL, traffic police, Defence authorities. "Due to the pandemic, the entry of outsiders was restricted into their offices and the approval process very slow but due to our persistence and constant follow-ups, we obtained the required permissions to carry out the work," Koilraj shares with a sense of having done it.

"Continuing to work during the lockdown, we completed the road crossing station box in the Shivaji Nagar station, the Cubbon Road crossing entrance at the MG Road station, the Hosur road crossing entrance at Vellara Station and in the process, saved more than 6 months in our overall schedule," he smiles triumphantly. "Government authorities like BWSSB, BESCOM, BSNL normally

require lengthy diversions of their utilities so I did a feasibility study and prepared a unique, alternate diversion plan that reduced the length and lead-time of diversion work which has worked out well."

Koilraj loves to listen to music during his free time but "do so very rarely these days," he says with a long face. His wife, Dency Pon Jon is a homemaker and they are blessed with two children, daughter Masilin Jency and son, Kevin Gnanaraja. On a sober note, he shares, "God has given me a differently abled child and I use every moment I get for his development."



"L&T develops the nation in all aspects and therefore it is my pride to be a part of this great organization," he signs off positively.

EHS IS ALL ABOUT ATTENTION TO DETAIL

Ajay Kumar Movva
Assistant Manager (EHS), Heavy Civil IC

By ensuring different proactive measures at base level, by spreading awareness and educating all our workmen clearly about the precautionary measures to be taken, we have recorded only a minimum number of positive cases till date.



It is obvious that the Bangalore Metro project RT – 02 where Ajay Movva is presently working has had a huge impression on him. "My life can be described as before joining this project and thereafter because every moment here has been a learning experience," he shares with all sincerity. "I am extremely thankful to my Project Manager, Mr. Vivek Maruti Pai, from whom I learnt the importance of giving meticulous attention to detail that is so crucial from an EHS perspective. He has proved to me that Leadership is action; not a position." Ajay is appreciative of his reporting manager Mr. Srinivasa Rao V and his other colleagues at site too for their support and contribution to succeed in his efforts.

Ajay is extremely happy about his project's EHS performance till date. "We have achieved 3 Million Safe Man Hours till date and won two cluster quarterly EHS awards for maintaining occupational hygiene and ensuring safety measures while using concrete bucket respectively," his smile saying a lot of how he feels.

His smile fades as the conversation turns to the issue at hand: keeping his people at site safe from COVID-19. "Oh yes, we have had some major challenges," he nods. "Motivating our workmen to strictly follow the regulations and observing SOPs at ground level have been tough." He mentions some of the other measures they have taken like regular workmen camp inspections, yoga sessions, safety awareness training sessions every evening at camps, always using masks, practicing social distancing and closely monitoring the same to meet the new normal requirements. "By ensuring different proactive measures at base level, by spreading awareness and educating all our workmen clearly about the precautionary measures to be taken, we have recorded only a minimum number of positive cases till date," he informs.

Ajay says that he has received dynamic support from the project leadership and team. "They have always acted with urgency, communicated with transparency, responded productively to ensure safety of all persons at the project and constantly updated information for the front-line warriors. It has been an honor to be part of such a team that follows the Project Manager's vision to be innovative, constantly creating value and attaining global benchmarks."



Ajay and his life partner, Lakshmi Sravanthi, who is a software engineer at an IT MNC, are awaiting some good news about a tiny new entrant into their family soon. We wish them all the very best! "No," he shakes his head, "I don't have any particular hobbies but to learn, concentrate on personality development, upgrade myself to meet the business requirements and I am proud to be a tiny part of this great organization," he says, mentioning that he has just completed a year at L&T.



BRINGING EHS TO THE FORE

R Karthikeyan

Assistant Manager (EHS), Heavy Civil IC

During these days of the pandemic, the pressure on EHS personnel like R Karthikeyan at the Bangalore Metro project – Phase 2 (RT 03) has increased exponentially with the health and safety of employees and workmen assuming critical importance. “For me, it was even more important as my colleagues and workmen face different health risks depending on the type of work they do, for instance casting and handling of underground tunnel segments, fabrication works and the like,” he shares, highlighting his challenges. “Now, more than ever, it was essential to monitor the health of workmen to check for COVID symptoms. I regularly visit the labour camp and liaise with the doctor for daily workmen check-ups.” In fact, as part of the Emergency Response Team, he has been continuously monitoring and assessing the health & safety in both the labour camp and the project site and maintaining effective and continuous communication with the project team and client.

Karthikeyan has been at the Peenya Casting Yard since 2019 that is targeting to cast 3,244 tunnel segment rings. “Previously I worked in the Blast Furnace -3 Upgradation Project (MMH, JSW, Bellary) between 2018 and 2019 as Assistant Manager – EHS responsible for the safety of employees and workmen in the fabrication of structural works,” he mentions.

The pressure is constant, he says. “Ever since the unlock, the engineer from the client, BMRCL, has been regularly visiting the labour camp to monitor the safety measures & practices we follow. I have identified and recorded COVID-19 related risks in the EHS Risk Assessment (BMRCL/IM-12 A) and ensured a safe

I am proud to be a part of L&T as we are recognised as the ‘Nation Building Organization’, continuously achieving great milestones!

working environment to help achieve our targets in line with the SOPs.” Apart from external agency disinfection, he organises daily in-house sanitization before the start of each shift, implements disinfection of the tunnel for the workmen and maintains health cards for the workmen. “The introduction of VR training in the safety app has proved to be extremely useful for workmen during the safety induction,” he nods, adding, “getting them to experience real world hazards without exposing them to real-world dangers is a great advantage.”



Born and brought up in Chennai, Karthikeyan is still single, with a love for playing cricket, listening to songs, and following sports. “About my family, my father is Chief Plant Manager at IOCL, my mother a homemaker and my brother an Engineer at WSP.” Most of his lovely memories are about celebrations during festivals.

In conclusion he declares, “I am proud to be a part of L&T as we are recognised as the ‘Nation Building Organization’, continuously achieving great milestones!”

KEEPING SAFE IN AN UNSAFE ZONE



There were so many restrictions to follow either while travelling or when working at site. At every point, we had to ensure that all the SOPs were followed, and all safety precautions taken.

The monsoons have been an added headache for the EHS team as the threat of other types of illnesses and viruses increase due to flooding and waterlogging. “We have to be on our toes more so because of the local residents who are always on the lookout for any errors from our side,” he shares with a shake of his head. “During the lockdown we had to face many protests from them that workmen were coming, and work proceeding at site.”

Pradeep hails from Adoor in Kerala’s Pathanamthitta district, a state that till recently held a proud record of managing the COVID crisis. His wife, Pooja, is a M Com and presently searching for a job and they are blessed with daughter, Jaanvi. During his free time, Pradeep loves to travel, while his most cherished moments are his college days.

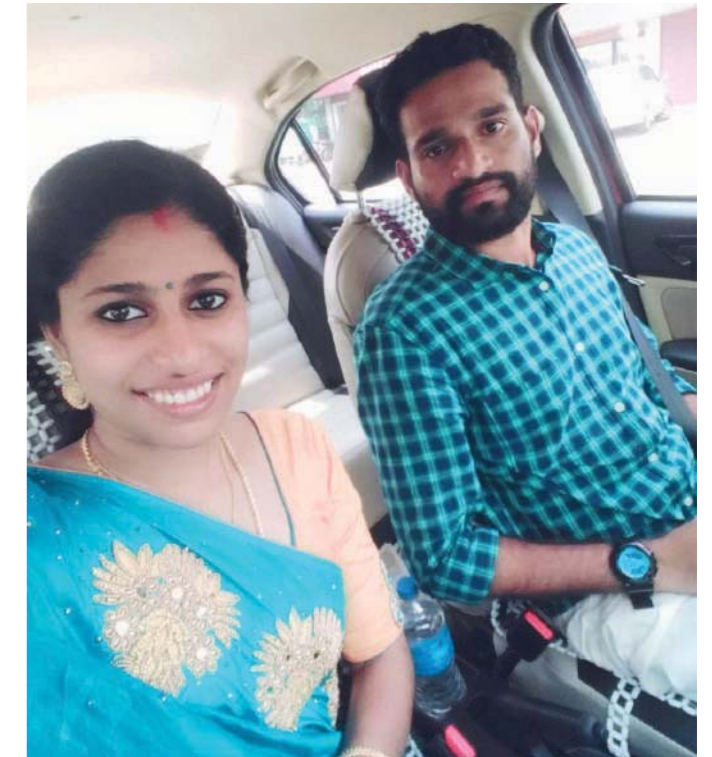
Pradeep Gopalapillai

Assistant Manager (EHS), Heavy Civil IC

Mumbai city has been an EHS professional’s nightmare and with the onset of the pandemic it has become even more so. For Pradeep Gopalapillai at the Mumbai Coastal Road Project (Package 1), the challenges are more severe as the project never had a complete lockdown. “All of Mumbai was shut down but we continued to do some critical work with the client’s permission to prepare for the monsoons,” explains Pradeep. “There were so many restrictions to follow either while travelling or when working at site. At every point, we had to ensure that all the SOPs were followed, and all safety precautions taken.”

A veteran of several projects, his last being the Mandovi Cable Stay Bridge in Goa, one of Pradeep’s first tasks was to identify the COVID positive work force at an early stage to prevent mass transmission. “We successfully prevented the spread of the pandemic by effectively implementing all the COVID-19 preventive measures such as ensuring sufficient number of foot operated hand sanitizers, masks for all, cleanliness, and disinfection of equipment and areas where mass transmission hazards existed.” He arranged for a face recognition machine at site to mark attendance instead of the finger punching machine.

After the Unlock, Pradeep has had to be even more vigilant with Mumbai throwing up positive cases by the thousands every day.



As an EHS professional, he is aware of what all has gone into managing the present crisis and is extremely impressed by the manner in which L&T’s top management has provided all the resources to help people like him at site to fight the pandemic.

EARNING HIS SPURS IN THE MIDST OF A PANDEMIC

R Roopesh

Supervisor (Administration), Heavy Civil IC



Being a part of this esteemed organization is an honour in itself that allows me to work in different fields of the administration department to gain experience to handle challenging situations.

Hardly a year into his career as a Graduate Commercial Trainee of the 2019 batch, R Roopesh, presently working at his first project, the Bangalore UG Metro RT-03, has been plunged into managing activities to keep his project safe from COVID-19 and, at the same time, return to high gear. As a Supervisor in the Administration & IR department, his responsibilities are primarily twofold: ensure that the personnel, employees and workmen, at the site are well looked after and plan and implement measures to restart operations.

“Once the city unlocked, I had three major responsibilities,” explains Roopesh. “Firstly, labour re-mobilization by coordinating with the supervisors of the different contractors and gain their confidence to mobilize workmen. Secondly, to restart work at site, I had to obtain the necessary permissions from different government authorities and thirdly, I had to oversee and ensure amenities for our workmen in the camp. I arranged for 500+ ration kits to our workmen with the help of the labour department.”

It is his onus to strictly and regularly follow all SOPs stipulated by the GOI, L&T and the client. “Our daily checklists as per the SOPs jointly signed by the client makes monitoring more transparent,” he elaborates. Transportation facilities have been arranged for the workmen maintaining social distance measures to ensure no loss of working time and smooth project progress. “We have arranged frequent medical check-ups to make sure that our workmen are healthy and safe before engaging them in work.”

In addition, Roopesh organizes for the thermal screening of workmen, arranges PPE equipment for all, spreads awareness, fumigates and sanitizes all premises, arranges for food from hotels and hygienic canteens, transfers positive cases to quarantine centres and arranges e-passes for staff and workmen.

Surely, Roopesh cannot be achieving all this alone and he is extremely thankful to his seniors and his Project Manager for their support and guidance. “They have given me the courage to perform while my colleagues have helped me by doing their share of work and we have also mutually agreed to share each other’s workload.”

Hailing from Gattlahalli in Karnataka’s Tumkur district, Roopesh’s family is his mother, a homemaker, an elder sister who is a software engineer and a younger brother who is pursuing a diploma in mechatronics. “I love reading novels and playing football and find time for my hobbies over weekends,” and shares that visiting the Taj Mahal and experiencing snowfall in Manali are unforgettable.

“Being a part of this esteemed organization is an honour in itself that allows me to work in different fields of the administration department to gain experience to handle challenging situations.”



RREC



A VETERAN LEADS THE ACTION

Yatin Surendra Dave,
DGM (Civil), RREC

He is a veteran with over three decades of experience in construction but Yatin Dave will be the first to admit that he has never faced the challenges that COVID-19 has thrown up. Having spent 13 of his working years with L&T across some challenging road projects including the Unnao – Lucknow Expressway, Beawar Pali Pindwara, Ahmedabad – Mallya and Vadodara – Bharuch, Yatin is presently with the CP 303 Eastern Dedicated Freight Corridor project at Meerut in UP. “After the lockdown was relaxed, our focus was to scale up productivity to pre-COVID levels which required massive coordinated day-to-day efforts between our staff and workmen,” he says, rubbing his hands as if almost warming up to share about a favourite subject.



Engineering runs in the family as Yatin’s better half, Nilam is a Mechanical Engineer and the couple are blessed with two children, Chaitanya and Jay. “I come from Ahmedabad,” he smiles perhaps thinking of his favourite teplas and ghatia. “I love walking which I do in the morning hours and have a passion for table tennis too.”



Yatin is a very settled and satisfied employee because some of his most cherished moments are when he joined L&T and completed some of the projects he has been involved with. When quizzed about what makes him proud of being an L&T-ite, he responds, “I can take decisions within my scope of work, review and scale them up, I get great pleasure from my work and am proud of my higher achievements at the end of each day!”

I can take decisions within my scope of work, review and scale them up, I get great pleasure from my work and am proud of my higher achievements at the end of each day!

It was not easy as Yatin and his team had to resolve several problems. “We ensured utilisation of machineries, resolved issues with both the local farmers and with the mining department and rigorously implemented COVID-19 SOPs before start of work every day.” Organizing skilled workmen and operators was another tough task because after identifying them, Yatin had to work hard and diligently to convince them and their families that it was safe for them to work. “Retaining them is equally important and we have been continuously encouraging them and doing everything to make them feel at home.” He smiles and adds, “We regularly monitored the achieved data, reviewed them daily which has been a major reason for our success.”

Yatin is thankful to his seniors at site, especially his Project Manager, Vikram Kohli, for their directions, advice, and guidance during these testing times. “All the COVID SOPs were digitally recorded, we digitally tracked our equipment for their productivity and used apps like PREP,” he says, sharing the benefits of digitalization at site.

IT IS GREAT TO PRACTISE YOGA DURING THESE TIMES

Mahendra Kumar Dwivedi
Senior Manager (Stores), RREC

At a time when the entire world is in turmoil trying to find a way to combat COVID-19, it is great for people to practise yoga for calmness of mind and a healthy body. Mahendra Dwivedi’s hobby is to practice yoga by which he has found better ways and means to face these testing times. A 27-year-old veteran at L&T having been associated with a wide range of TI IC projects including the Khalifa Interchange project in UAE, ADAC, Mafarat Road Project, Mirdif City Centre Interchange, Jebel Ali and several other projects in India, he is presently managing stores at the Mumbai Vadodara Expressway project.



the COVID situation and its impact on the project, so he kept regularly following up with me for items,” says Mahendra. “In fact, he meticulously monitors things as per the management guidelines.” Going forward, even as projects learn to live with the virus, people like Mahendra must continue to lend vital support to keep operations ticking.

“After 27 years of service, there is not one but many aspects of L&T that make me proud of this great organization,” he says revealing his admiration for the company he keeps. “Whether it is career growth or opportunities or recognition or even family and medical care, this company is the best.”

Mahendra hails from Jhalun in Uttar Pradesh, is married to Poonam, a homemaker and they are blessed with two daughters, Nimisha and Richa. Of course, he loves to spend time with them when he is not practising yoga.

After 27 years of service, there is not one but many aspects of L&T that make me proud of this great organization. Whether it is career growth or opportunities or recognition or even family and medical care, this company is the best.

True to his role, Mahendra’s major concern when the pandemic started to spread resulting in the country going into a lockdown was the non-availability of transport for the supply of essential material. “All our vendor activities were closed and since the site urgently required essential material like groceries and PPE equipment like masks, soap, sanitizers and the like for our 1,200 workmen at site, we directly contacted the market, identified vendors who had stock, procured permissions for vehicle movement from the district administration with the help of our admin team and ensured delivery of the supplies. We were able to source PPE items from a regular vendor,” he informs adding that, “We arranged for a sanitizing chamber, provided N95 masks to all the staff, surgical masks and gloves to all the workmen.”

Even when the lockdown restrictions were relaxed and operations resumed at site, Mahendra’s role remained crucial as a site cannot function properly without essential items and it was his responsibility to ensure that adequate stocks were readily available. “My Project Manager was extremely concerned about



ENJOYING THE FREEDOM TO PERFORM



I really enjoy the freedom to work at L&T which has hugely helped me to plan my activities and execute them at site even at critical times.



Koushik Upadhyay Construction Manager (Civil), RREC

"I really enjoy the freedom to work at L&T which has hugely helped me to plan my activities and execute them at site even at critical times," declares Koushik Upadhyay, presently working at the Mumbai Nagpur Expressway project. Having joined the company in 2006, he is already on his fifth project after stints at the BIAL, HGSRP, Gujarat, Beawar Pali Pindwara and SR Way, Odisha projects before taking up responsibilities at his present assignment.

"With cases rising in Maharashtra, no one was really interested to come to work at our project so I realized that I had a tough job on my hands to mobilize as much as labour by the time the Unlock was announced," shares Koushik. "I personally visited some villages to locate workmen and initially we got about 50 of them to carry out the day-to-day small concreting and housekeeping works. We continued to work at it and with our collective efforts, we were able to mobilize about 300 fresh labour." As soon as this new force was in place, the project team quickly planned and executed some milestone works like VUP at 488 State Highway (in the midst of live traffic), Canal Bridge at 473 and BC at 475 (100 m length). "We were helped by our good planning, our stringent SOPs and very good management support."

Koushik is extremely thankful to the Site Management for considering his request of sending conveyance vehicles to West Bengal, Jharkhand and UP to re-mobilize labour as soon as the Unlock was announced. "They immediately understood my proposal and approved it which helped me to restart the balance activities at site."

If the project is proceeding in high gear after the Unlock, it has a lot to do with the way the SOPs are followed, and all precautions taken.

"I appreciate the organization for giving as much as importance to Safety and Quality as to execution." Another organizational initiative to drive digitalization has helped him a lot during these tough times and Koushik flags off digital solutions like WISA, Procube and electronic attendance marking as very useful to maintain COVID-19 protocols.

Hailing from Durgapur in West Bengal, Koushik likes to travel and listen to music and, of course, share quality time with his wife, Sinjini, who is a dance teacher and daughter, Shreetoma. "The birth of my daughter has been the happiest moment of my life," he says with a broad smile.



WINGS TO IMPLEMENT NEW IDEAS



Faiz Ahmad Siddiqui Construction Manager (Civil), RREC

After having worked with other construction organizations, Faiz Siddiqui finds L&T's project management a class apart. "I am a proud L&T-ite because the company gives me the freedom to work independently and take decisions in the best interests of the work," he says. "It provides me the wings to implement new ideas to complete the work within scheduled cost and timelines. L&T is also the best in terms of providing training to its employees by regularly organising training programmes to enhance our skill sets." Presently, Faiz is a part of the EDFC CP 303, 225 km long project that stretches from Khurja in the western part of Uttar Pradesh to the Pilkhahi district of western UP.

I am a proud L&T-ite because the company gives me the freedom to work independently and take decisions in the best interests of the work. It provides me the wings to implement new ideas to complete the work within scheduled cost and timelines.

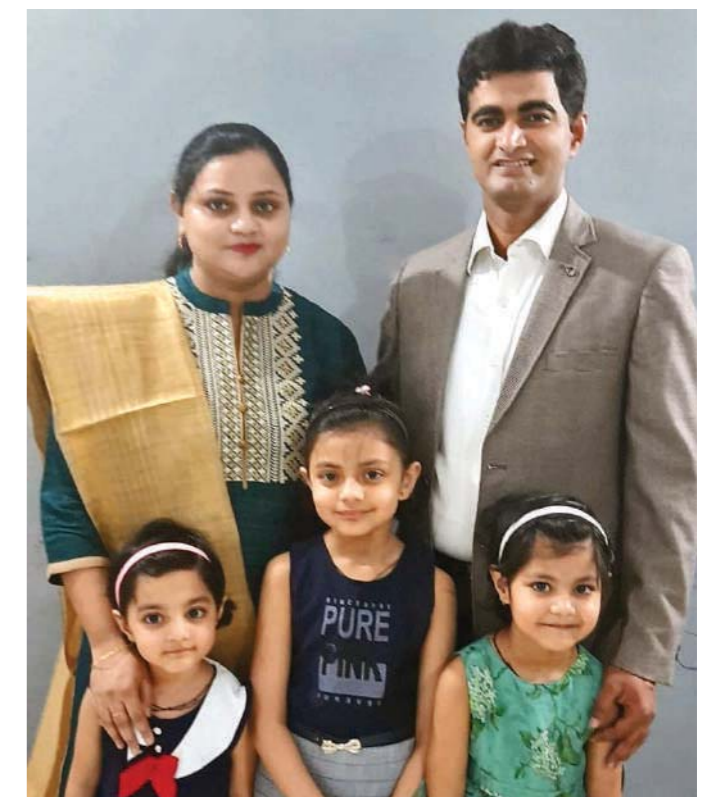
When operations resumed on May 6th, the two major issues facing Faiz and his team were the shortage of labour and non-supply of adequate resources. "Most of our works at site are machine oriented and given to subcontractors on back-to-back basis but re-mobilising them was very challenging in this pandemic situation. Ensuring a continuous supply for bulk materials was also a challenge as interstate commuting was strictly prohibited." They evolved plans to tackle these issues and their labour strength increased from 50 to 250 workmen by June. "Meanwhile, our earthwork teams increased from

03 during lockdown to 11 by 15th June," shares Faiz. In addition, the team successfully obtained special passes from the district administration and the railways to ensure interstate movement of bulk materials thus ensuring the availability of adequate stock.

"As per our mantra of 'Chase Cash', we took up the issue with our clients to ensure 'One Time Payment' of our invoicing held up due to stage payments," referring to a pending matter with the client. "Other than financial support, our client, DFCCIL also ensured that special passes were issued from the local administration for us to continue working during the lockdown."

It has been a triumph of teamwork, acknowledges Faiz. "Our team members have been pillars of strength during these tough times, always ready to face and overcome all challenges," he shares "always ready to put their best foot forward and complete the task within schedules. My seniors were a great support for me as they kept me and my team motivated. Our Project Manager, Vikram Kohli has been another great tower of strength."

Faiz comes from Sultanpur in Uttar Pradesh, is married to Nida Mushtaq, a homemaker, and they are blessed with three daughters, Hibah, Mawra and Qurat. During his free time, Faiz likes to play cricket and listen to soft music. The inauguration of the Gulawthi NTC Yard has been a hugely satisfying moment for Faiz.



“THE ACTIONS BY THE COMPANY HAVE BEEN EXEMPLARY!”

Monoj Kumar Deb

Construction Manager (Civil), RREC

Presently in his first assignment with L&T at the Ghospukur Salsalabari Road project, Monoj Kumar Deb is full of praise for his company for the way it has prioritized the health and safety of its employees and workmen before business. “The actions taken by the company have been exemplary,” he says with conviction, “and the way the senior management has taken care of people across sections is really worth mentioning.”

A veteran of several projects before joining L&T, Monoj’s biggest challenge at GSRP has been to arrange for manpower. “Since most of our skilled workers were from other states, they had left for their native places. So, we were forced to recruit locally available workers, who were oblivious of the construction industry. We had to train them about the job, motivate them to work tirelessly while, at the same time, follow all the safety guidelines.” Understandably, getting these workmen to follow the new norms of working and the COVID-19 guidelines are proving to be tough propositions as is coping with the local administration.

With operations resuming, the pressure on Monoj and his colleagues were to start running. “To achieve our milestones, I had to motivate the subcontractor agencies to commence work,” he explains. “As there were various agencies involved in different tasks, I had to go to the grassroot level to convince them to initiate work. There were six earthwork agencies, involving a large work pool, apart from the labour contractors.” In fact, he went one step further by visiting every camp of his vendors, sanitizing their colonies, and making them aware of the Do’s and Don’ts to prevent the spread of the virus. “We engaged the new workmen and trained them, kept the new ones separately in quarantine rooms and ensured the safety of workmen through regular screening.”

Monoj appreciates the guidance of his seniors and his team’s cooperation. “My senior supported us wholeheartedly in the decision making while pointing out loopholes to help solve various administrative problems. He provided the required resources as and when required to complete our targets and my team, honoured the collective decisions to complete the tasks accordingly,” he says, revelling in the success of teamwork.

Monoj, as his name suggests, comes from Silchar in Assam, is married to Paramita, a homemaker, and they have two children: daughter, Megha and son, Soumik. He fondly recalls his daughter’s birth as a most memorable moment. Monoj loves driving and reading books but sadly hardly finds time for both.



The actions taken by the company have been exemplary and the way the senior management has taken care of people across sections is really worth mentioning.



IT IS SO REWARDING TO SAVE A LIFE

Narayan Gupta

Manager (Industrial Relations), RREC

Keeping employees and workmen safe is the foremost consideration for all HR, IR and EHS personnel during these days of the pandemic and for Narayan Gupta at the Ghoshpukur – Salsalabari road project, saving a life has been an extremely rewarding experience. “During March, Jyotirmoy Chakraborty, a supervisor with of one of our subcontractors was suffering from severe abdominal pain and couldn’t access proper treatment at the Jalpaiguri area,” he shares. “I immediately arranged an ambulance and he was admitted at the North Bengal Medical Hospital, Siliguri in a serious condition requiring an immediate operation. After consultations with the doctors, he was successfully operated upon and touchwood, he is fine,” says Narayan, touching his head.

It was a challenging time for me to convince our workmen to stay back as critical works had already started at site and we needed skilled manpower. I was able to retain them to some extent.

Apart from saving lives and keeping his employees and workmen at site safe by religiously following all the SOPs and taking every precaution, Narayan had the onus of addressing the labour issue. “It was a challenging time for me to convince our workmen to stay back as critical works had already started at site and we needed skilled manpower. I was able to retain them to some extent,” he says. “Another major problem was to re-mobilize workmen for which our priority was to arrange as many quarantine rooms as possible at site locations for the newly deployed labour and we arranged facilities for about 100 workmen.” They speeded up the screening process as about 600 new workmen were deployed. “Due to this timely action, our project achieved several milestones like the opening of the strategically important Teesta Bridge, Kantivita ROB-1 and the Ghoshpukur flyover,” he says, happy with his contribution.



Aware of the financial burden that the organization was bearing, Narayan and his team discussed with various landowners and vehicle owners to reduce land rent and vehicle hire charges, saving up to INR 10 lakhs in the process. “I am very grateful to my seniors for their valuable advice, and the necessary support to face and overcome this difficult situation to maintain the site and safeguard the health of our people,” says Narayan, acknowledging the role of his site leadership.

“My most memorable moment was when I received my appointment letter from L&T,” he says delightedly. Narayan hails from the Barwani district of MP, is married to Sarika, a homemaker, and they are blessed with a 10-year-old daughter, Aashini. “My wife was so happy and proud of me when I joined L&T and I was extremely happy and proud when I received the DELTA Award -2020 in Mumbai for Best Energy Optimization,” he smiles. During his free time, he likes to paint and listen to good music, but his Sundays are exclusively for his daughter.



PLANNING TO STAY AHEAD OF THE PANDEMIC

Gandi Saikumar Goud,
Assistant Manager (Civil), RREC

Initially, we convinced nearly 400 of our workmen to remain at site and later during the lockdown, we mobilized another 1,400 from across the country by being in constant communication with them, even arranging transportation for them right from their homes to our site.



When faced with a crisis, it always helps to prepare and plan to face it. At RREC's Mumbai-Nagpur Expressway Project, along with his planning team, Gandi Saikumar has been fighting to stay ahead of the pandemic. "Our biggest problem was the shrinking labour force at site for which our Structure Labour Team proved to be a big asset," he explains. "Initially, we convinced nearly 400 of our workmen to remain at site and later during the lockdown, we mobilized another 1,400 from across the country by being in constant communication with them, even arranging transportation for them right from their homes to our site." Saikumar is obviously pleased with their effort because the results have been more than encouraging. "On one hand, we achieved our invoice targets and executed 12,969 quantum of concrete production work in the month of May," he says, leaning back with an air of having done it! He mentions the weekly perks that they have introduced for the workmen that has also pushed up productivity.

On his second project, after an initial stint at the Kanakora-Jharsugda Road project, Saikumar gratefully acknowledges that both his client and vendors have been willing to adjust and work according to the new situation. "Our client has relaxed our billing schedules as per the guidelines of the Central Government that has helped us to maintain our cash flows while our vendors, although with much persuasion, have continued their service." With cost control becoming one of the prime focus areas in the present situation, Saikumar has been in the thick of finding and implementing ways to reduce costs. "We were able to convince our P&M vendors to drop down their IHC to minimum feasible costs during the lockdown and we even de-hired some machinery, about 70 assets like pavers, rollers, transit mixers, water tankers to reduce our overheads."

Hailing from the young state Telangana's capital, Hyderabad, Saikumar loves to take long drives in his free time with his wife, Madhuri, a homemaker and son, Sriyansh but laments that he hardly gets any opportunities to pursue his hobby. "The birth of my beloved son was undoubtedly the most memorable moment of my life," he says with great feeling,

"Yes," he nods, "Digitalisation certainly helped us during the lockdown. We could monitor assets through fuel sensors, the FD App, online weighing, and the like. And, of course, there was continuous learning through Webinars, Teams. Lastly I am really thankful to our Management for giving me the chance to work with such a fantastic organization," he signs off gratefully.



SURMOUNTING HUGE OBSTACLES TO SUCCEED

Gurvinder Singh

Assistant Construction Manager (Civil), RREC

"My jurisdiction (D1) has a total scope of 78 lakh cum of earthwork which is the highest among all the stretches and consequently the arrangement of such huge quantum of borrow earth soil has been my biggest challenge," explains Gurvinder Singh, from the EDFC CP 303 project that involves civil construction and track works of 222 km single railway line on a design, build and lumpsum basis. "D1 is also one of the most difficult places to work due to its typical topography, network of canals and the sugarcane belt, considering which it is also the most difficult to arrange for borrow earth. After a lot of deliberation with the farmers and our continuous effort, I was able to get 5 lakh cum of earth in a single day from the farmers which was indeed a Eureka moment for me and my team," he shares proudly. A related issue for Gurvinder was the closure of the mining and other government offices due to the lockdown but with proper liaising, borrow earth soil was made available for work to proceed smoothly.

Procuring borrow earth soil was not Gurvinder's only obstacle. "Arrangement of labour was an issue after many of them returned to their native places and mobilizing the locally available labour was an even bigger challenge," he remarks. "Procurement of bulk materials was critical for smooth progress but with inter-state and

After a lot of deliberation with the farmers and our continuous effort, I was able to get 5 lakh cum of earth in a single day from the farmers which was indeed a Eureka moment for me and my team.

intra-state traffic movements prohibited that was an issue and in a linear run project like ours, training workmen about the COVID precautions along the entire stretch was very tough."

Not one to be deterred, Gurvinder and his team set about overcoming their many obstacles. "By engaging rigorously with them, we increased the number of subcontractors from 3 to 12 in the ERS works alone as ERS construction is critical for further formation works in the detour. Our earthwork teams also increased from 6 to 14 by mid-June," he shares some of their wins. Special passes from the district administration and the railways opened the way for interstate movement of bulk materials.

"But key to our success has been the motivational and financial support from our senior management during these tough times," says a grateful Gurvinder. "Our Project Manager, Mr. Vikram Kohli gave us a free hand to go to any extent financially to ensure the safety of all our work staffs including subcontractors which eventually brought us great benefits across all work fronts."



Having fought so many battles, it is not surprising that Gurvinder hails from Kurukshetra in Haryana. His better half is Neelam Rani, a homemaker, and they have three children: daughters Gunjan Kaur and Gurveen Kaur and son, Ridham Jot Singh. Newspapers and novels hold Gurvinder's interest during his free time.



STRIVING TO KEEP HIS SAFETY RECORD INTACT



I'm proud to be part of India's Number One construction company that values my ideas and gives me opportunities for continuous learning and development!

Debajit Jana

Senior EHS Engineer, RREC

During these days of the pandemic, an EHS Manager's single-minded focus is to keep his employees and workmen safe from infection and Debajit Jana declares, with a certain degree of pride, that there has yet not been a single COVID positive case among the workmen at his Ghoshpukur Salsalabari Road project. "We have been diligently following all the mandates and advisories," he shares enthusiastically. "We have verified all our arrangements and measures taken as per the SOPs of the local District administration, health department authorities and other local government officials. They have appreciated our initiatives and have given us lots of certificates of appreciation," he grins though keeping his safety record intact in such times has been no laughing matter.

"Our main problems are threefold and all of them are labour related," he says holding up three fingers. "First, the shortage of workmen as several of them had returned to their native places and sadly, our subcontractors have not been very keen to bring them back. Secondly, we are facing huge issues of lack of skilled labour and last, though definitely not the least, is the problem of new labour, the local unskilled workmen who have no appreciation of safety or work procedures." Training is essential for this 'raw' labour. Since it is not possible to train them in big groups owing to the restrictions, Debajit and team have been organizing frequent and a greater number of small group training sessions that are helping.

Although the COVID situation is without precedent, Debajit is still able to draw from his experience of having worked at two RREC projects previously: at the Kanaktora Jharsuguda road project

and later at the Beawar Pali Pindwara project. Driving safety is not a one man's job and Debajit is thankful to his seniors and team members for their cooperation and support. "With the guidance and moral support from our Project Manager Sir, our team has performed excellently. He has given us a free hand to take decisions to combat this pandemic for the betterment of this project as well as the organisation. I am especially thankful to my seniors at HQ for their guidance, support and for providing detailed and easy-to-follow SOPs."

Debajit comes from Nandapur, Chandipur in West Bengal, is married to Sumana, a homemaker, and the couple are blessed with a daughter, Divyashri. "Her birth has been the most joyous moment of my life," gushes a loving father. He loves to play cricket during his free time but cannot find too much of it, he smiles a trifle sadly.



"I'm proud to be part of India's Number One construction company," he says with fervour, "that values my ideas and gives me opportunities for continuous learning and development!"

MORE THE NUMBERS, GREATER THE RISK

Every moment that I have spent at L&T has been memorable especially when I was promoted.

Swagat Ranjan Patra,
IR Executive, RREC



Although the restrictions have been relaxed, the threat of the pandemic remains and as sites return to action, the focus has been to keep our people safe from the virus as it is for IR Executive, Swagat Patra at the Mumbai Vadodara Expressway project. "Since many workmen had left for their native places, we had to induct new local labour who were mostly untrained but it did not matter where they came from for all of them had to be thoroughly screened, checked, given the necessary PPE equipment before starting work. We could not even miss one because that could result in the infection spreading," says Swagat, highlighting the seriousness of his responsibility.

Initially, the team decided to only have a few personnel at work whose presence was essential but soon as the pace of activities started to pick up, the numbers rose as did the risk. "But we were not impacted," Swagat is assertive, "because our team was successfully implementing all the necessary safety measures as published by the Government." Swagat's workload also includes arranging for rooms or flats for the new labour, creating quarantine centres and isolation rooms, operating separate vehicles to bring back labour from their native places, conducting awareness programmes, giving pep talks for everyone to take precautions, the list is long.

"Every moment that I have spent at L&T has been memorable especially when I was promoted," he says with feeling, having started his career with the company in 2010. "I started off as an IR Assistant at the Jindal Power Project after which I got a chance to work at Maharashtra Power Plant, RRVUNL, Power Project. Then, as Assistant IR officer under contractual terms, I was posted at the Kannur International Airport Project and later at the Hospet Chitradurga Road Project, Karnataka." In 2018, Swagat became a permanent employee and was posted at ACCD Project, Telangana from where he has moved to his present assignment.

He calls himself lucky for having found co-operation and support all around to perform his duties. "Our conveyance vendors fully supported us by running their vehicles at huge risk during the lockdown while the local vendors have been very nice, helping us regularly and promptly with our essential items. Internally, all my seniors and each and every member of my team have guided me very well in all situations whenever I have approached them for any clarification or guidance for any problem."

Hailing from the village of Bhadrak in Odisha, Swagat has been married to Sumati for the last six years. "I am a fitness freak," he smiles, "and to keep my body in shape I regularly walk and occasionally do some yoga!"



10 LADIES GLOW IN THE GROW INITIATIVE



Mr R Ganesan, Head - Corporate Centre kick-starts the programme urging the participants to gain insights and skills to rise to higher levels of corporate leadership.

Ten mid-senior level women employees from Divisional Corporate (DC) participated in 'Get Ready to Own and Win' (GROW), a hybrid coaching intervention programme conceived by DC – HR that encompasses the four broad leadership themes viz Purpose & Vision, Leadership Impact, Health & Wellness & Executive Presence. Initiated in January 2020, the pilot programme saw these ten ladies undergo a comprehensive schedule aimed to reinforce their strengths and enable them to be outstanding contributors to the organization.



Mr. S Ramkishore,
Vice President & Head - HR,
Divisional Corporate

"You can help the organization have capable women leaders who can lead the organization & help other women to reach that space, which is also the aim of this programme."

Dr. C Jayakumar,
Vice President &
Head - Corporate HR

"Self-Awareness, reflection & ownership are key elements for leadership development."



A valedictory session organized in October attended by the coach, the participants, the sponsors, and senior HR leadership marked the successful completion of the first instalment of GROW that was facilitated by Ms S Vijayalakshmi, Master Certified Coach, Founder - CoachConsult, President, International Coaching Federation, Chennai Chapter.

Looking at the success of the pilot programme, GROW will become part of the flagship programmes being anchored by DC HR and will encompass selected women talent across L&T Construction.

HERE IS WHAT OUR PARTICIPANTS HAD TO SAY!

Soujanya Sandesh

Sr. Manager - Talent Acquisition

Helped me to split my goals into short term & long-term and how to connect with the long term purpose in life, helped me organize myself better to get there.



Amudha Priya B, DGM (Systems)

This journey of learning has helped me pave way for a better personal & professional life.

Namitha Jayanarayanan

Sr. Manager (Corporate Communications)

The GROW journey has been pretty good and has given me a sense of purpose and direction. The programme also brought wind beneath my wings.



Shambhavi N

Sr. Manager (Accounts)

Realized the importance of becoming aware about the mission & vision of life. Group sessions helped us to learn from each other and through individual sessions, I understood my potential and also areas I need to improve. It was a meaningful journey...



Umamaheshwari B

Sr. Deputy General Manager (Systems)

Glad to be part of this excellent journey. I got lots of inputs & learnings from the group. Will work on them. We will do better and bring our thoughts and imagination to reality as well.



Meera K

Sr. Deputy General Manager (Systems)

This programme gave a lot of insights on leadership styles and executive presence and through the 'Wheel of Life' exercise, really triggered our minds to spend time and contribute for self, family & society, apart from professional life.



Sheeja V

Manager (HR)

Programme helped us to realise our blind spots, build on our potential what we have and it was an excellent journey with lot of experiential learning and learning from each other...



Nandhini G

DGM - Insurance

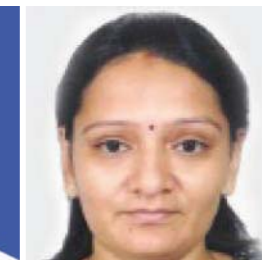
It actually brought me a sense of self-realization and also gave me an opportunity to understand the areas I need to work on, through various exercises from this programme... I cherish this programme.



Vaishnava Devi

Chief Engineering Manager (Civil)

This programme helped me to realise my blind-spots and I am working on those. I am on the deck now and I can sail with the inputs received from this programme.





**BACK TO
ACTION HEROES
STRONGER TOGETHER**

PT&D IC

ADEPT IN MAKING THE RIGHT DECISIONS

Sanni Bhushan

Project In-charge, PT&D IC



The last few months have been hectic for Sanni with his scope of works traversing largely across sensitive zones and the client keen on scaling up operations. "We targeted to commission 8 substations in May and successfully achieved the milestone." For Sanni and his team, their next task at hand was to execute the aerial bunching cable conversion works across 700 plus villages. "We had to mobilise more than 500 workmen across Meerut and Bagpath in June and considering the vast scope of tasks, we needed to do so as quickly as possible. Within 10 days, we achieved the seemingly impossible task, thanks to excellent teamwork

and networking." This has been a huge turnaround in this project, he adds proudly.

Lining up the administrative requirements to facilitate work fronts has certainly increased during the pandemic but the overall gain is that we have the situation under control and have been able to make steady progress.

On field, Sanni had to bridge real time updates received from the administrators with the execution teams. "This was an entirely new dimension but a vital input to enable safe work. From the project's point of view, we kept a 24/7 track on the hot zones, backed by virtual subcontractor workflow meetings while coordinating with the Gram Pradhans for local support." Several important lessons have been learnt over these months, affirms Sanni. "Lining up the administrative requirements to facilitate work fronts has certainly increased during the pandemic but the overall gain is that we have the situation under control and have been able to make steady progress."

It has been 11 years since Sanni Bhushan, Project In-charge, at the Pradhan Mantri Sahaj Bijli Har Ghar Yojana Saubhagya scheme across Meerut and Bagpath Districts has been with L&T. All along, he has cherished the L&T work culture that has helped him to evolve into an adept project management professional. "The feeling was much the same even as a GET in 2009. I was into many roles but what was important was that I was given responsibility and empowered which have steadily increased over the years. Today, at the helm of operations, it is the ability to make the right decisions which is crucial in such challenging times."

On the personal front, Sanni likes to stretch out for a game of badminton, test his insights through a session of Sudoku and listen to evergreen melodies. He still manages to catch up on his interests but loves bonding with his family. "With my wife, Madhu Kumari, working as an officer in Canara Bank, spending time with my toddler son, Utkarsh, is something that both of us look forward to while at home."



PRACTICING WHAT HE PREACHES



Gatikrishna Sahoo

Construction Manager (ELEC), PT&D IC

We were able to string 6 – 7 km of cable per day, restore 230 manpower, maintain a nil record of COVID positive cases and successfully complete 150 villages during the months of June and July.

What impresses you most about L&T? "Discipline, continuous learning, high safety & quality standards," responds Gatikrishna Sahoo (GKS, for short) and these are the characteristics that he has exhibited throughout his association with the company, that he also describes as a "cultured & India's fastest growing construction company!" Already on to his 8th project, GKS is presently working in Bulandshahr District at the Saubhagya Cluster-1 Project under the Pradhan Mantri Sahaj Bijli Har Ghar Yojana to provide electricity to poor and rural households in the district and prevent theft by replacing the conductors with an AB cable. To begin, GKS ticks off some of his wins during these tough times of the pandemic. "We were able to string 6 – 7 km of cable per day, restore 230 manpower, maintain a nil record of COVID positive cases and successfully complete 150 villages during the months of June and July."

As a team, they had to arrange for work passes from the local administration, bring back labour from their native places,

handle the Gram Pradhans and local villagers to commence work in their villages. "At site, we ensured that social distancing was maintained during stringing activity, efficiently managed the movement of tools, tackles and material and worked at spreading awareness among the workmen and staff about the pandemic," he shares. "To speed up progress, we identified activities that could be first taken up with low risk of spreading infections and got rolling." Virtual meetings with subcontractors helped to mobilize local workmen from non-contaminated zones based on which the team could plan start of work. "Work was planned to control the movement of staff and workmen," he adds, "and all tools and tackles were sanitized before use."

GKS's workload also included obtaining approvals from the client and the local administration to restart site, office & store operations, arranging PPEs from the local vendor, sanitizing the office, guest house & store, working out the logistics to start operations and imparting virtual training to the staff & workmen. "Our Project Manager, L.N. Mohanty guided us every day through virtual team meetings," says GKS, acknowledging his leadership. "He arranged timely COVID-19 PPEs and helped me cross all my hurdles. All my team members are very co-operative, and we worked as per our pre-planning."

Hailing from Odisha, GKS is married to Amita, a homemaker, and they are blessed with two children: daughter, Arpita and son, Amrit. "My hobbies are many," he laughs, "cooking, watching TV especially news and teaching." He says the birth of his daughter was his life's most cherished moment.



GKS is particularly proud of the awards and recognition he has won at L&T. "I have won a RoSPA Gold Award, a Safety Award from the National Safety Council, the FICCI Safety Systems Excellence Award, a Quality and a Timely Completion Award," he shares delightedly.

A KEY ENABLER ON A LARGER MISSION



Hemananda Chowdary. B

Project Manager, PT&D IC

Going beyond his scope of work and taking up larger responsibilities are what makes B. Hemananda Chowdary, Project Manager, at the 400 kV OHL from Morupule B to Letlhakane & 220KV OHL from Letlhakane to Orapa2, 400 kV OHL from Letlhakane to Mawana transmission line projects in Botswana, a key enabler during these challenging times. "I was initially deputed as a Planning Manager for the transmission line projects and later raised to a Project Manager within a short span of time at the project," he shares.

Right from interacting with the client, resolving legal matters, reimbursing costs, reviewing sub-contractor performance and other critical issues, there was always a helping hand from my seniors to steer the course in the right direction.

A larger role brought Hemananda a whole set of issues that had to be streamlined quickly. "One of the first things we did as we resumed operations after the lockdown was to rope in the client and consultants to prioritise milestones considering the resource constraints. Workforce management was at the top of our list as we needed more hands to close in on the 220 kV Letlhakane to Orapa2 transmission line and the 132 kV LILO works along with shield wire replacement." With the help of Mohanraj from HR, they approached the Ministry of Health and availed a special permission to relax the quarantine process for new workmen at site. "It helped enormously as we completed the critical outages in September, plugged gaps in the execution cycle and prepared action plans to catch up on our schedule," he shares with a sense of purpose.

All along, Hemananda, was supported by his seniors, Rajan Bansal, LEA Head and Nicholas van der Mescht, Project Director to guide him through the various processes. "Right from interacting with the client, resolving legal matters, reimbursing costs, reviewing sub-contractor performance and other critical issues, there was always a helping hand from my seniors to steer the course in the right direction," he acknowledges, adding that as a team they succeeded in raising the bar with some smart thinking. "We maximised the use of resources by sequencing tasks across projects like deploying 3 cranes across 5 projects for erection works, mapping daily progress with shortfalls while ensuring that all stake holders were on the same page."

Stepping up to lead the project has had many gains for Hemananda which he attributes to the trust reposed in him by the management. "Re-joining L&T after a brief international stint and taking forward a composite project is a dream come true and going forward, I'm looking to scale even greater heights," he shares confidently.



Hailing from Pakala in Andhra Pradesh, Hemananda has a nice way of relaxing by playing with his toddler daughter, Bhavika, while his wife, Swathi, a former financial analyst, takes care of the home front.

WINNING AGAINST HEAVY ODDS

Karthikeyan Sridharan

Manager (MEP), PT&D IC



Karthikeyan received complete support from his client, as they come forward to review documents and approve digitally. "The interface got even better with weekly, monthly meetings and even site inspections. Meanwhile, on-ground, real-time activity trackers provided the direction and impetus to fast track works which were lagging. As we got closer to the commissioning of the first set of 6 substations, the support

from project managers and cluster heads was crucial to get key stakeholders on board to strategize and complete the works safely."

Handling international projects since 2012, Karthikeyan Sridharan, has been playing a key role to enable MEP works for a range of substation buildings. "These high-end GIS equipment require precision MEP settings for seamless operations and the challenge is always to put together the systems quickly," he points out. At the Phase 13 Substations, the onus on Karthikeyan was to integrate the essential services across 16 primary substations. "In any other situation, this would have been a normal project challenge but then working amid the pandemic situation called for a complete rethinking of processes both internally and externally."

Having achieved a significant milestone, Karthikeyan and team are on course to complete the remaining 10 substations. "It has been a huge achievement for us that has boosted our morale to deliver the project as per schedule. And, for me, it is unforgettable as we won against some heavy odds," he shares proudly.

Hailing from Chennai, Karthikeyan has the company of his wife, Menaka, who is also employed in Qatar. "There is a lot to look forward to at home after a hard day's work as we both make time to pursue a little bit of gardening and decluttering spaces, our ways to ensure a happy and healthy environment," he sums up with a smile.



The interface got even better with weekly, monthly meetings and even site inspections. Meanwhile, on-ground, real-time activity trackers provided the direction and impetus to fast track works which were lagging.

Remobilization at Qatar for Karthikeyan and his team required the support of specialist contractors to supervise closures. "They were unfortunately based in countries that were under lockdown," he rues. While meeting the baseline schedule was getting tougher with delays in material supply, the client's deadline was still sacrosanct as there had been no extension of schedules. "To bridge the gap, we took the digital path," he shares. "Through MS Teams, we found ways to connect and resolve issues by roping in the specialists and arranging for alternate resources to step up activities across work fronts."

DIGITALIZATION AT PLAY IN THE POST-COVID ERA



We have started using digital platforms to obtain energization check list approvals, work permits, close outs and measurement certifications; all our meetings and smart sheet progress reviews are virtual, and we even share presentations in knowledge sharing sessions using a digital platform.



Hari Kishore Padmanabhan

Manager (ELEC), PT&D IC

A major development since the onset of the pandemic and the resultant lockdowns and unlocks has been an increased play of digital solutions as Hari Kishore Padmanabhan points out. Currently working at the 132/11kV RAWDAT EDGIM 2 Substation which is one of the 18 Substations in Phase 13 of the KAHRAMAA projects, he says that the Qatari government has actually set an example by using a digital application to determine the health status of each working representative. "It tracks everyone's health records," he remarks. "We have started using digital platforms to obtain energization check list approvals, work permits, close outs and measurement certifications; all our meetings and smart sheet progress reviews are virtual, and we even share presentations in knowledge sharing sessions using a digital platform."

A veteran of several projects with L&T: a clutch of them in India and thereafter three more in Qatar, Hari's challenges at site since the unlock have been multi fold. "We faced a shortfall of manpower and resources, there was delay in resumption of operations by the OEM and there was the issue of defective material management which was a big hurdle for us to commission our substations and achieve our milestones," he shares his list. In addition, it was his onus to convince the client and consultant about the safety measures taken at site to ensure a safe work environment. There were also restrictions on manpower working in groups and work areas.

So how did he and his colleagues address these challenges? "We prioritized our milestones and diverted resources accordingly," he says. "It required micro-level scheduling, client interactions, support for inspections and allocation of resources. We closely coordinated with our vendors too for material management and deliveries." Referring to some new steps taken at site to streamline

operations, Hari mentions the utilization of inhouse resources as an alternative to those of OEMs and using digital platforms in interactions with client and consultant for review and punch point meetings as other new developments. "Introducing a single focal point for all coordination and demarking daily work area restrictions that have helped very much were my responsibilities."



Hari is from Thirunelveli in Tamil Nadu and is married to Riju who is a software engineer. They are blessed with a daughter, Ashvitha. "I was inside the operation theatre when she was born which is certainly the most memorable moment of my life," he shares excitedly. He devotes his free time to watching movies, surfing the internet, and exploring places.

Signing off, he says, "I am proud to be part of an organization that has created such a huge impact by its very name!"

ENERGIZED TO PERFORM



Amandeep Singh
Manager (Planning), PT&D IC

Qatar did not officially lock down, but a shutdown of certain industrial areas where the labour camps are located from March 10th – May 15th and a 14-day suspension of work at all sites in April were enough to disrupt the lives, including that of Amandeep Singh at KAHARMAA's GTC/735A/2015, Phase 13 Substation project. "Outside these two periods, work has been progressing continuously strictly following all the SOPs," he highlights but adds that his challenges have been many: the fear psychosis of the workmen and employees at site about COVID-19, OEM engineers unable to travel due to travel restrictions, only virtual interactions with client and consultant proving very difficult, negative cash flows, limited vendor interactions and escalating expenses.

Even our client appreciated our success in the face of such huge odds. For L&T, timely energization meant that we were able to reduce our operational IDC costs, a huge saving.

Undeterred, Amandeep and team rolled up their sleeves to succeed despite huge roadblocks. "By March, we had 3 substations (132/11kV Mashaf-2, 132/11kV Al Wukair-8 and 132/11kV Al Daayen-2) completely ready for energization, awaiting the client's final inspections that began only in May after the relaxations and we energised Al Wukair-8 and Al Daayen-2

substations in June and Mashaf-2 in July," he shares victoriously. "Even our client appreciated our success in the face of such huge odds. For L&T, timely energization meant that we were able to reduce our operational IDC costs, a huge saving." Amandeep smiles, adding that they successfully energized three more substations - 66/11kV Sailiya Camp-1, 66/11kV New Hitmi Substation Upgrade and 132/11kV Naeaja-2 in August.

"Another achievement, perhaps for the first time in our history, we received the Certificate of Operation within 7-10 days of energization from the client that normally takes anywhere between 30-45 days," Amandeep's excitement is brimming over. "What's more, the client supported us by clearing the invoice against COO (10% of contract value – stage invoice) which reduced our cash flow issues and overall WIP."

During the suspension of operations, arranging for PCs and printers (essential for subcontractor billing) and setting up Epson Smart Glass for virtual site walk-throughs also kept him busy. He is all praise for his two Project Managers, Mr. Gaurav Gaur and Mr. Deepak Srivastava, Cluster Operations Head, Mr. P Syam Mohan, Country Head, Mr. A Dhanapal and his colleagues for their tremendous support to achieve their various milestones.

Amandeep has achieved several milestones in his professional journey too after being campus recruited as a GET in 2009. "From then till today, I have worked at various projects across India, Saudi Arabia and Qatar and right through I have enjoyed the freedom and authority that L&T provides to work independently and succeed," he shares with pride, also mentioning clearing the PMP examination at his first attempt recently.

Though hailing from Punjab, Amandeep has been born and brought up in Delhi, is married to Niyati Asnani, who has done her MBA in HR & Marketing and is pursuing her passion as a freelance creative makeup artist. They are blessed with a son, Vihaan Singh. Cooking, singing, music and travelling are what keeps him going when not energizing substations!



ECC News, July - September 2020

HELPING EACH OTHER TO WIN THE DAY



Snehal Thakre
Assistant Manager (Planning), PT&D IC

"Both our client and vendors were sailing in the same boat as us fighting against the pandemic," observes Snehal Thakre, "and so they supported us as we supported them," referring to shared responsibilities during a crisis. "Our client specially opened their offices with lower staff to assist us with the day-to-day approvals and even received payments from them during the lockdown. They were directly in touch, providing us with permissions for start of work." The vendors, though struggling, went out of their way to help Snehal and his team, especially to arrange for the supply of AB cables. "For AB cable works, we badly required AB cable accessories and our vendors sent us timely delivery of the same as soon as the lockdown was lifted in their districts."

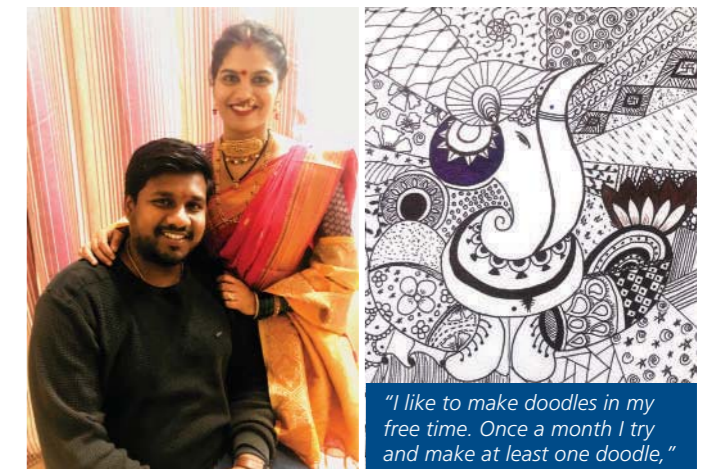
Snehal is currently Planning Manager at the Saubhagya Cluster-1 project executing rural electrification under the Pradhan Mantri Sahaj Bijili Har Ghar Yagna after previous stints with the Lucknow Cluster handling MIS coordination and project monitoring and thereafter at the Kanpur IPDS as Planning Manager. "All the six districts where we were working – Meerut, Bulandshahr, Hapur, Baghpat, Ghaziabad and G.B. Nagar – had 6 different types of COVID zones so arranging for permissions from the district

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Both our client and vendors were sailing in the same boat as us fighting against the pandemic and so they supported us as we supported them.

administration to work especially in the red zones was a big task," he says, throwing up his hands. His other issue was that of labour. "Before lockdown, our strength was 460 but when we resumed work on May 5th, we only had 103. Working with our subcontractors, the numbers gradually increased to touch 900 by July. That's even more than pre-COVID times," he smiles. They had to organize for the movement of manpower, tools, tackles, testing kits through containment zones. "Our supply of material was affected due to restrictions in inter-state and inter-district logistic movements and movement within a district was affected due to roadblocks in hotspot and containment areas," he adds. Lockdowns of 1-2 days every week was yet another roadblock.

Virtual meetings changed the dynamics for Snehal and team. "Being in the construction field, I never thought working virtually would be a must," he remarks. "Platforms like MS Teams and WhatsApp kept us connected, facilitated all our discussions and we have continued with these even after resuming work."



"I like to make doodles in my free time. Once a month I try and make at least one doodle."

Snehal hails from Jabalpur in Madhya Pradesh and his life partner is Roshani, who is a Product Manager at Lemford Biotech.

"There are several memorable moments personally and professionally," he shares excitedly. "Professionally, there are two: one, when I was placed at L&T, my dream company and the other, when I was rated Outstanding Performer in my yearly performance review!"

ADDRESSING CONCERNS TO WIN THE DAY



“Having been in the transmission line sector for the last 5 years, I could well understand their (the workmen) apprehensions and it was important for us to convey that we were conscious and concerned about their safety.”

the right decisions, we had several players when it came to execution. The admin person was our ‘go to guy’ for any kind of supervision tasks while the EHS engineer doubled up to oversee quality standards. Of course, the digital interface was another big plus that connected us with our clients to update them on the developments at site.”

Recently married, Srinivas credits wife Pratyusha for being his strongest support system. “Having a very cooperative and understanding life partner helps to maintain work-life balance,” he shares with a happy grin.



Meka Srinivas Chowdary

Assistant Construction Manager, PT&D IC

One of the first things that Meka Srinivas Chowdary, Section In-charge at the 220 kV Kochi Transmission Line Project took up when work stopped, was to address the many concerns of workmen. “Having been in the transmission line sector for the last 5 years, I could well understand their apprehensions and it was important for us to convey that we were conscious and concerned about their safety.”

Thanks to their collective morale boosting efforts, Srinivas and team retained a fair number of their workforce. “With special permissions from the client, we worked during the lockdown period with limited resources, energized a 29 km stretch from Kothamangalam to Edathala and successfully test charged it during unlock 1.0. As work fronts opened, we banked more on the local advantage with our bonding making things easier while we awaited the migrant workmen to join,” he says. “We planned such that only one team was engaged across a region thereby limiting the exposure of people.”

Their stiffer challenge was when it came to the work at heights that were dependent on fitters from West Bengal and Bihar. “They were not too keen to travel to Kerala as the state demanded a prolonged quarantine SOP. Through our sustained and diligent efforts, we gradually added to their numbers to take up critical tasks with most of the groundwork completed with local support.”

Reflecting on the past few months, Srinivas heaves a huge sigh of relief that although they had specialists, their ability to handle cross-domain challenges have been a huge gain for the business and the organization. “While the seniors, guided us to take

“The idea of training our engineers in the absence of vendor supervisors due to the travel restrictions imposed by the Kuwaiti government has been another unique thing.”



PLANNING TO KEEP THE PROJECT ON TRACK

Panchal Sagarkumar Vijaybhai

Assistant Construction Manager (Civil), PT&D IC

The main challenge facing Panchal Sagarkumar Vijaybhai at the 132/11kV Substation project in Kuwait was to maintain the same tempo of work even as things started getting severely disrupted due to the pandemic. “At the same time, we had to counsel and motivate our workmen who were very scared and demoralized,” he says. “Due to the lockdown, there was a lot of scarcity of resources to meet our requirements which was another huge hurdle for me to keep work progressing at site,” he says worriedly.

As things started to come to head, Sagarkumar put together an effective plan to keep the project on track. “One important aspect was to provide all room clearance access to immediately start electrical works,” he points out. “Since we were facing delays because of no clearances as our client was not working due to the pandemic, I discussed with them for clearances to start parallel electrical activity to avoid delay and maintain our final delivery target.” Sagarkumar was drawing on his experience of having worked at a host of PT&D projects in Oman since joining L&T as a GET in 2014 including the 132/33 kV Amerat-Mabela Substation, the 400 kV and 132/32 kV Substations at IZKI, the 132/33 kV Substation at Suwaiq and DAS and the 400/132 kV Substation which was also the first in Oman under OETC.

A major positive development arising out of the pandemic has been the introduction of virtual inspections through video conferencing with both the client and vendors that has gone a long way to help Sagarkumar and his team to maintain progress. “The idea of training our engineers in the absence of vendor supervisors due to the travel restrictions imposed by the Kuwaiti government has been another unique thing,” shares a pleased Sagarkumar.



Hailing from Anand in Gujarat, Sagarkumar is married to Shradha who is a homemaker. “I like playing cricket and sometimes find time on holidays to play. I also like watching movies and traveling to new places,” he smiles. Sagarkumar fondly remembers the gold chain that he bought for his mother with his salary. “She had sold her jewellery so that our studies were not disrupted so this was a small gesture but an extremely memorable one for me.”

He is proud of being a part of L&T because, as he says, “the company encourages ownership and provides a platform for those employees who really want to perform.”

REALIGNING TO ACHIEVE MILESTONES

Ramalingam HM

Assistant Construction Manager
(Civil), PT&D IC

There was no point in trying to do all the work in all the substations at the same time, so we prioritized and concentrated on some major milestones.



Ramalingam HM is a man of few words. He believes that his actions speak louder than words, which they do, as he and his colleagues at the PAHW 1362 132/11 kV substation project in Kuwait strive to come to terms with the challenges thrown up by COVID-19. "Our first and major task was to realign to the new protocols at the work site," he shares. "Our next task was to identify those tasks that needed to be achieved first. There was no point in trying to do all the work in all the substations at the same time, so we prioritized and concentrated on some major milestones," his focus squarely trained on pushing progress to make up for lost time. "Our project consists of nine substations and we targeted clean room access and Civil Committee helped us to achieve progress." Having decided on their plan of action, the team completed the civil works. "We arranged for the inspection of the substation by the Civil Committee during the lockdown and successfully achieved that milestone," says a jubilant Ramalingam.

Ramalingam has previously worked at the 400 kV reactor and 400 kV UGC and OHL projects in Sohar, Oman.

"Since our client was following all the safety procedures, it was very important for all of us at project office and site to strictly follow the safety protocols," remarks Ramalingam, "especially maintaining social distancing. We followed all the protocols and SOPs to our client's satisfaction which is why we were able to resume operations smoothly and make quick headway," he says, with a satisfied look. "Our Project and Safety Managers helped to maintain safety procedures and ensure that everybody strictly followed the same."

"I am proud to be an employee of L&T for the company provides a platform and the opportunity for every employee to perform and support their individual growth," he declares.

Ramalingam hails from Mysore and is married to Mamatha S who is working as an Assistant Director of Land Records (ADLR) in the survey settlement and land records department in the Karnataka government. "I love to play cricket and listen to music," shares Ramalingam, quickly qualifying his statement, "to listen to music, I find time. For playing cricket, no time," he shakes his head with a sad smile.



STRATEGIZING TO STAY COMPETITIVE IN A CRISIS

Sunny Prakash

Assistant Manager (ELEC), PT&D IC

Even as the pandemic struck in Qatar and with most of the OEMs unavailable, the onus fell on the L&T team including Sunny Prakash to attend and resolve issues with only digital help from the OEM engineers at his 132/11kV AL-FROOSH-1 S/s project that involves the construction of four 40 MVA Power Transformers, 14 Bays for 132kV GIS, 48 Bays of 11kV SWGR, two 1660AH Battery, two 1000kVA Aux Transformers and a LV system. "We first identified the most critical and time-consuming milestones like cable laying, glanding and termination," says Sunny about their prioritization plan, "and targeted to complete such by forming separate teams for each activity and working simultaneously to complete the various tasks in the minimum time possible." Sunny quickly adds that it was important to monitor all the jobs meticulously to avoid rework.

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As a team they achieved a lot, shares Sunny. "We completed approximately 50 km of cable laying and about 5000 cable run glanding and termination work before time, have completed all the testing work within 4 months and have even started final commissioning inspection with the client, again well before our targeted time." Truly, the team has been striving to make up for lost time. Sunny and team have kept track of progress and regularly rectified defects through weekly progress meetings at site while digital solutions have helped to identify and resolve other challenges. "Yes, digital solutions have saved us a lot of time and effort," shares a thankful Sunny adding that, "MS Teams help us conduct several digital meetings with the OEM and our Client and align our software to monitor progress as per the L2 schedule," he adds meaningfully.

Sunny carries with him the experience of having successfully completed three projects – the 66/11kV WEST-1&2 S/s, the



132/11kV AL-Daayen-2 S/s and the 66/11kV Sailiya Camp-1 S/s. Success in complex projects is always the result of teamwork and Sunny acknowledges the support he has received to carry out his responsibilities. "My seniors supported me in every way they could like getting approvals from the client well before time. They have guided me all the way and with such a support system, it has been relatively easy for me to achieve my milestones," he smiles. "My efforts would have been worthless without my team," he adds, revelling in his team's successes.



Hailing from Delhi, Sunny is married to Neelanjana, a government employee, and they are blessed with a son, Atharv. Spending time with them is what delights Sunny most and cricket and exercising take up his free time.

Recognizing the role of his company in his development, Sunny says, "L&T has given me opportunities to brush up my skills as a lead auditor and has boosted my confidence by having open discussions with seniors regarding designs and the like!"



“INVEST IN THINKING TO CHANGE THE WAY WE DO THINGS!”

L&T is my 4th organization, but I can sense the values that bind this great company where the opportunities and freedom to work are at their best.

Kadiyam Srinivasa Srikanth Assistant Manager (EHS), PT&D IC

One of Kadiyam Srinivasa Srikanth's pastimes is to think about changing the way we do things, a most appropriate one at a time when everything has turned upside down. He is presently EHS In-charge at the project involving the Supply and Installation of 22 132/11 kV substations at SABM and MUTL in Kuwait. "Our major challenge was the rule laid down by Kuwait's Ministry of Health to cordon off any area that reported even one positive COVID case," he says. "24 hours lockdown imposed for 3 months in areas with a concentration of expatriates like Mahboula, Jleeb & Farwaniya blocked almost 60% of our sub-contractors," says a worried Srikanth. "Even after the quarantine procedure, people with even mild general health irregularities like fever and bodyache were considered as threats as asymptomatic cases. Our target was therefore to maintain our record of zero cases at site and office."

Srikanth is extremely thankful for the COVID-19 Response Team in their fight against the pandemic. "The CRT chaired by Mr. Pratik Desai (Chief Executive, Kuwait) & Mr. S Bharathi Kumar (Head, PT&D, Kuwait) is our lifeline," acknowledges Srikanth. "Our weekly digital meetings and daily suggestions on WhatsApp helped us maintain our milestones till date," he says with a triumphant smile. "I can also proudly say that our

company's SOPs and guidance from the country management are far more demanding than the requirements of clients and since we had already initiated our measures even before receiving the requirements from our client, it was cakewalk for us to comply with them. In fact, my team is my strength, led by Mr. Avinash K R, Senthil Raja G P & Thiruchelvam M," he emphasizes. "We had awareness sessions and even took action against violators to keep our safety record intact," he says, sounding just like a diligent EHS professional.

Srikanth's list of responsibilities included an undertaking from subcontractors as per L&T procedure to have their camps inspected every 45 days, shift from biometric marking of attendance, maintaining adequate stocks of PPEs, weekly awareness programmes for workmen and staff, assign camp bosses at the guest house for controls, weekly fumigation, sanitization and medical checks.

Prior to his current posting, Srikanth has worked at two projects at L&T Saudi Arabia – Reinforcement of the 115/13.8 kV Qatar Road Substation, as EHS In-Charge and Shedgum-Uthmaniyah 115 kV Transmission Line Project (SAOO) as Safety Engineer.

"L&T is my 4th organization, but I can sense the values that bind this great company where the opportunities and freedom to work are at their best," he declares with conviction.



His native place is Bhimavaram, Andhra Pradesh, is married to Sravya, a homemaker, and they are blessed with a daughter, Srivika. He follows health practices too during his free time. "Staying with family is a lifetime memory," he says emotionally.

PROVIDING A RESOURCEFUL EDGE



Over the last few months, we have achieved a seemingly impossible task of commissioning 6 substations. The going was tough and the pressure to perform high but some great teamwork gave us the edge to overcome the challenges.

Abhay Kumar Assistant Manager (Stores), PT&D IC

"Over the last few months, we have achieved a seemingly impossible task of commissioning 6 substations," exults Abhay Kumar, Assistant Stores Manager at L&T's substation projects in Qatar. "The going was tough and the pressure to perform high but some great teamwork gave us the edge to overcome the challenges," he states.

With most of the equipment sourced from Europe, Abhay had to work out a specific on-ground strategy to ensure that vital resources reach sites to complement the execution timelines. "A normal 30 to 45-day lead time for materials increased to 60 plus days and we needed to prioritise the criticalities based on the work front requirements while keeping track of material movement." On the other hand, there were ground issues to be tackled, indicates Abhay, "We had to source healthcare PPEs which were in great demand at the initial stage of the pandemic for the crew to stay safe across work fronts. In this regard, I would like to thank our Project Manager and Project Accountant and my team members who have supported me to achieve my goal."

Despite issues, what kept Abhay and team moving forward was the awareness of emerging situations, both internally and externally, and taking proactive measures. "As a back-end support person, I always banked on networking and communication to help me see things from a larger perspective. Material tracking was one such constraint which was secured by 24/7 tracking through a digital tool."

"Getting into action mode right from day one was easy largely to the support of my seniors," acknowledges Abhay.

"I was empowered to make the right decisions and realized that at L&T, it is not only about your work, but the larger purpose of the project which instils a sense of pride. When we were at the final phase of commissioning, we had to go ahead without the presence of OEMs, something that was unheard of till date but the new-normal has brought about a lot of positives especially in the field of digital interfacing and today we are trailblazing a new path. Joining L&T has been a cherished dream come true for me that got increasingly better as milestones were achieved one after another," he shares proudly.

Abhay has a lot about L&T's nation building initiatives to share with his family. "My wife, Babita Kumar, and my daughters, Agrima and Adaya look forward to my daily calls sometime late in the evening from Delhi, a connect that bridges distance for me," he concludes with a broad smile.



BANKING ON SECURE CONNECTIONS

Noble V Jacob

Assistant Manager (Accounts), PT&D IC

IR has been the mainstay for seamless project operations and during these challenging times it is even more important to make the right decisions as the outcome is dependent to a large extent on external factors.

Assistant Manager, Accounts, Noble V Jacob has successfully resolved several on-ground issues before and after the resumption of works at the 220/110 kV Kochi Transmission Line project thanks to his ability to seamlessly connect with both external and internal stakeholders. "IR has been the mainstay for seamless project operations and during these challenging times it is even more important to make the right decisions as the outcome is dependent to a large extent on external factors."

Although having handled IR since 2009 and knowing the rules of the game well, Noble admits that this has been an entirely different situation. "Retaining workmen was our priority and we succeeded in our mission of holding about 150 of them. The task was not only about keeping the workmen safe but ensuring their safety at work fronts across a 100 km span." As works resumed in the first week of April, the IR team had a task at hand that was spread out and required getting into details, indicates Noble. "A seemingly facile job of providing workmen accommodation was

becoming a challenge as the locals were initially reluctant to give houses on rent. Largely with the support of the client, we were able to establish bases. While on the move, the challenge was to align with the SOPs of commuting workmen to the fronts in limited numbers in line with the work sequence. It was a long-drawn scheme but conveyed a strong message that we care for our workmen that attracted more numbers as we forged ahead."

Proving L&T's mettle during the pandemic has opened a range of benefits for Noble and his team. "Today, our good and safe work is being appreciated by the administrators as well as the locals. Especially the way we handled the mobilisation of new workmen, ensuring their quarantine arrangements with periodic updates to the authorities have all enhanced our credibility of being a responsible corporate."



Knowing the local language and hailing from Kerala, makes work a lot easier for Noble at this project, "It's just fortunate that I'm close to my hometown after many years as I get to see my family that includes my wife Preena, a home maker, my sons, Nevil and Noyal and my daughter, Maris Theresa," he says happily.



LENDING AN INTERNATIONAL FLAVOUR

Sameh Gamil Labib

Senior Engineer (Elec), PT&D IC

Sameh Gamil Labib's wife, Marian Fahmy, works as a travel consultant and it looks very likely that Sameh has sought and followed her advice for he is an Egyptian working in Kuwait for an Indian company! At his first project with L&T, Sameh is involved in the supply and installation of nine 132/11 kV substations at Multla City in Kuwait and with the outbreak of the pandemic, he says, "My first challenge was to plan how we could quickly make up for all the time lost as soon as we were able to resume operations after the lockdown." The first step that Sameh and his team took towards this end was to identify the most important milestones that could be achieved first. "We drew up a priority list of activities that we needed to start with and that has helped us a lot to quickly cover lost ground," shares Sameh, looking pleased at what they as a team have achieved.

which was always in the interest of the company and they helped me to successfully implement them too," he smiles.

Of course, he nods, "we mandated the use of masks for everybody at site at all times, regular and frequent sanitizing of hands and social distancing to be strictly maintained both at site and office." All their meetings were either through MS Teams or Webinars that reduced the scope for any physical interaction.



I am absolutely in awe of the huge projects implemented by L&T.

Another step that they took was to request the client for gate passes for their manpower to work even during the lockdown. "This was both for our manpower and the manpower of our subcontractors," Sameh points out. "Our client helped and thanks to their intervention, we were able to get the permissions and do some essential work during the lockdown which has proved to be very helpful," he says, acknowledging the support from his client. Sameh is also very grateful to both his seniors and colleagues at site for their support and guidance during this difficult phase. "They supported me in every decision that I made

Sameh and Marian are blessed with a daughter, Maria, who's birth has been the most wonderful moment in Sameh's life. "I love to watch and play football," he laughs, though he quickly adds that he hardly finds the time for his favourite pastime these days. Prior to joining L&T, Sameh has been Site Engineer at a project to supply and install nine 132/11 kV substations and Project Coordinator for three other projects involving nine 132/11 kV substations, nine 132/11 kV as and four 132/11 kV substations.

"I am absolutely in awe of the huge projects implemented by L&T," he signs off.

BEING A FRONT RUNNER

Ramkumar Thirumalai
Engineer (Civil), PT&D IC

Ramkumar Thirumalai, In-charge (Civil) at the S13 Package, Mesaineed Refinery Substation, has always had the onus of handing over fronts for equipment related works to commence across PT&D's substations. "In a way, we are the front runners," he says with a gleam in his eyes, "by preparing the ground for the core works which is key to overall project delivery."

With Qatar imposing only partial restrictions, Ramkumar and team had to reorient themselves to the new emerging normal. "Our site operations were revised to a two-shift format to facilitate construction of key structures that included the GIS building, control room and other associate structures." At site, the challenges were many, ranging from planning the time for commute, aligning to the social distancing SOPs at work fronts and, most important of all, changing the mindset of workmen. "Initially, we managed with a limited crew but gradually scaled up our strength to 80. It took some time for the workmen to understand the nuances of social distancing, even though we had regular orientation sessions. It is worthy to mention that our foremen and chargehands led this initiative and ensured that work front safety was comprehensively secured while completing the milestones."

Handing over the civil portion is technically called a 'room clearance' task which calls for a high degree of precision. "It is almost like delivering a project within a project," highlights Ramkumar, "as it forms the installation base for the hi-tech

GIS equipment. With the ground cleared, we have now shifted momentum to complete the periphery works such as backfilling and constructing the boundary wall."

Overall, this is Ramkumar's fourth successful substation job, and his joy is greater considering its importance. "These projects together involve 16 primary substations for the same client and the fact that we have commissioned 6 of them during these challenging times is a proud achievement for all of us at site."



Hailing from Sirkali, a small town in Tamil Nadu, Ramkumar intends to make his overseas stint a significant one. "As of now, I'm focused on enhancing my prowess and look forward to take up larger responsibilities. Being a bachelor, gives me the opportunity to make time for my personal pursuits and there is much to explore in the Middle East as normalcy returns," he assures.

In a way, we are the front runners by preparing the ground for the core works which is key to overall project delivery.



COORDINATING TO KEEP THINGS MOVING

As soon as we were able to resume works, we had to face the challenge of managing the local authorities to convince them that we will comply to all the COVID-19 guidelines in all aspects while executing works.



Rambabu Ramarajapandian
Assistant Officer (Accounts), PT&D IC

Once the lockdown was lifted, authorities like the Ministry of Home Affairs, the local civic bodies and the company issued several advisories and SOPs that had to be strictly followed to resume work. The responsibility of liaising with the external authorities for permissions and clearances fell on the Admin, IR, and Accounts teams as Rambabu R shares. "Currently, I am working at the 220/110 kV MCMV Kochi TL Package (from Feb 2018). As soon as we were able to resume works, we had to face the challenge of managing the local authorities to convince them that we will comply to all the COVID-19 guidelines in all aspects while executing works," he remarks.

Labour was critical to resume operations but initially all the approvals were not forthcoming as Rambabu informs. "To begin with, the authorities gave clearances for only a few workmen for us to start our works but after they saw that we were complying with all the COVID-19 SOPs and State government guidelines, they started to provide more clearances to increase our workforce."

Although the challenges were many for Rambabu, he is happy that the team succeeded in this tough situation by helping and supporting each other. "Our team met every alternate day on MS Teams," he says. "We split the gangs internally with our teams for easier monitoring." About teamwork, he says, "all our seniors supported us to the fullest to normalize and maintain calm in the labour camps and gave us the courage to face the challenging pandemic situation. They were extremely appreciative of our efforts to take care of and sustain the workmen at camps and work site," he shares with pleasure.

Rambabu joined L&T as a GCT in July 2013 at the 400 kV AIS Substation and worked at the Kudgi TL Project as Accounts Asst from Jan 2014 to July 2016. "I was thereafter at the 220/110 kV Madhugiri Gooty TL Project as Project Accountant from Aug 2016 to Feb 2018, post which I am here at the Kochi TL Project," he shares tracing his journey with L&T. Not surprisingly, Rambabu's proud moments in life have been the commissioning of the two projects that he has been a part of.



Rambabu hails from the town of Chinnamanur in Tamil Nadu's Theni district. His life partner is Jenifer Lincy who is a Master's Graduate and is presently working as a PG Assistant. They are blessed with one son, Dheeran Prabhakaran. Rambabu spends his free time watching historical movies when he is not playing a game of shuttle.



ON A LARGER MISSION

“In such projects the advantage is that you work in close quarters with the local habitats where actions speak louder than words. Seeing our earnest efforts, concern for workmen and the overall benefit for the community, their sentiments changed, and the momentum gradually shift towards us.”

Shiv Kumar

Engineer Electrical, PT&D IC

Shiv Kumar, Section In-charge, for the Meerut District under the Saubhagya Cluster 1 Project, has a larger purpose to bring light to 500+ villages, a job that is driving him amid these challenging times. “I must thank my seniors at site for having reposed faith in my abilities,” he acknowledges with a modest smile. “With the project spanning across districts, the challenges were many considering the rural environment. During the early phase, we went about our tasks with a specific plan, but the lockdown called for a revised approach,” he highlights.

A list of essentials had to be quickly put in place for the safety of the workmen and, “our primary target was to prepare to resume operations,” he emphasizes. “Labour management was our biggest issue and it had to be worked out district wise. Convincing the locals that it was safe to work at our site was just as important as mobilizing them,” indicates Shiv. “It was easily said than done but then in such projects the advantage is that you work in close quarters with the local habitats where actions speak louder than words. Seeing our earnest efforts, concern for workmen and the overall benefit for the community, their sentiments changed, and the momentum gradually shift towards us.”

“Further, our good work in line with the SOPs, client’s backing and networking ensured that we quickly added to the workmen numbers to take up new work fronts,” he says. Streamlining work at site involved procuring a long list of special permissions that was also on the shoulders of Shiv and his colleagues. “There were these weekend lockdowns for which approvals were required. At times, it required extra effort of roping in the Village Pradhans to overcome the roadblocks and address tensions at ground level,” he shares seriously.



With most of the critical works completed, Shiv is a relieved man as he finds some time now for his personal pursuits. “I get time to speak with my fiancée, Sonia, over the weekends. We just got engaged on 18th October in Haridwar and we are now looking forward to a life together,” he shares, his voice a mix of excitement and hope.



AN ALL-OUT EFFORT TO SECURE THE WAY FORWARD



factor and we couldn't afford to make a wrong move but thanks to my seniors at site, Project Manager – Vishal and Safety Head – Saif, our way forward was secure. Our front runners, Dipu Paswan from the Time Office and Venkatesaran from Administration, provided stupendous support to realize all our initiatives."

For Parthasarathy and his team, perhaps their biggest gain has been their cross-domain learning over the past few months. "Especially with the youngsters, this has been a major plus as they get to know the big picture which is always helpful. Networking was another aspect that gave them the edge. It is not only about how good your rapport

is with the client but also with key external stakeholders like the Ministry of Health, local authorities that is making a difference in these difficult times."

For a professional who has been across projects and offices in various roles, there are many fond memories, recalls Parthasarathy. "While the way we handled the pandemic situation will be on everyone's mind, there were some standalone victories like the handling of the labour union unrest at the Mangalore Refineries project which gives me the confidence that there is always a way forward."

Parthasarathy always looks forward to bonding with his family in Chennai during his annual breaks but knows it will take some time for things to normalise. "All through, my wife Sundari, has taken up nurturing our sons – Adithya and Anand, while I have been juggling roles at site," he sums up acknowledging her support.



K Parthasarathy

Senior Manager (Accounts), WET IC

Across a career spanning close to three decades, Kothandaraman Parthasarathy, Project Accountant, at the Industrial Area Sewage Treatment Works, Qatar, has faced many challenges but states that the present scenario was something that had to be dealt with a lot of care, especially in a foreign country. "Unlike India, we did not have a complete lockdown and had to plan work aligning to the safety measures of the Health Ministry."



Early on, we formed teams involving members from key functions that strategized execution methods after studying the on-field challenges while there was a specific team whose job was to enhance awareness and implement the regulations at work.

It was an all-out effort that held us together and paved the way forward, mentions Parthasarathy. "Early on, we formed teams involving members from key functions that strategized execution methods after studying the on-field challenges while there was a specific team whose job was to enhance awareness and implement the regulations at work." Taking timely updates from these committees, Parthasarathy was able to facilitate works in a phased manner. "Decision making was perhaps the most crucial

ACCELERATING WORK IS NOT JUST ABOUT DOING THINGS FAST BUT PRECISELY TOO!

Vishnu Pragash

Construction Manager, WET IC

"Accelerating work is not just about doing things fast but also ensuring precision," vouches Vishnu Pragash, Construction Manager at the Mukkomu Upper Anaicut Project. In a career spanning close to 16 years across WET IC projects, Vishnu has perfected working on hydromechanical works that has given him a decided advantage during these challenging times.

The smooth going at site was jolted by the lockdown and Vishnu suddenly had many challenges to deal with. "It is usually project milestones that we are good at breaking down but now we had to deal with a new set of issues like retaining workmen, finding ways and means to boost their morale and other administrative tasks. These had to be done on priority and perhaps what worked for us was that we stuck together as a team and planned a safe way forward." What was learnt during these last few months has added another dimension to our skillsets, he adds.



A unique aspect about WET IC projects is that they directly touch and transform lives of people and every time one is involved in such missions there is pride in having served the nation.

Today, theirs is a versatile team proficient in handling cross-domains at site. "As oxygen cylinders were in great demand, we approached several vendors across locations to meet our requirements to complete the 200 T gate along with hoist components in line with our schedule." Having accomplished a major milestone, Vishnu realizes that the momentum must continue as the overall goal is to establish a green channel for the farmers. "A unique aspect about WET IC projects is that they directly touch and transform lives of people and every time one is involved in such missions there is pride in having served the nation," he shares emotionally.

"Coming together for a common cause has never been so good," exclaims Vishnu. "While we put in our best efforts, the client was equally supportive and helped to facilitate the process thereby conveying a strong message to the workmen that they were in safe hands." Completing the gate and hoist works at site is special to Vishnu as it adds up to his list of mechanical accomplishments that includes a 3500 T gate for the Kharkai Barrage, a project he holds close to his heart.

Making a short visit to his hometown Tiruvanamali, is always a delightful sojourn for Vishnu, a delightful opportunity to bond with his family that includes his wife Karthiyani, a home maker, and daughter Rithanya Sri, and of course, to pursue his hobby, "I do some basic projects in the field of automobiles, electrical and electronics, with my daughter watching the activity with great interest."



IN LINE WITH PERFORMANCE-ORIENTED GOALS

Darshan Lal Kalsi

Construction Manager, WET IC

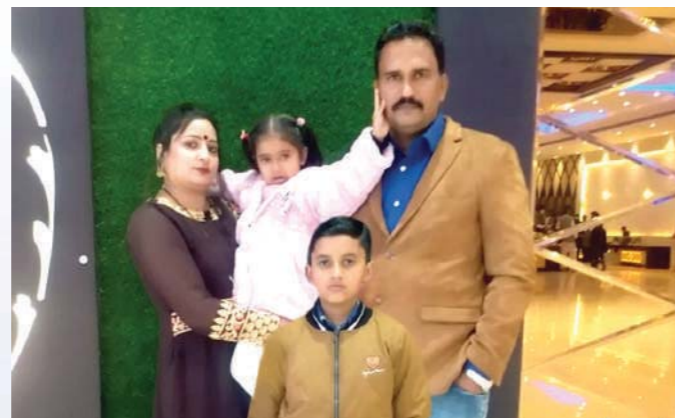
When your project site is located close to the Indo-Pak border, mobilization of manpower is always a challenge as Darshan Lal Kalsi, Construction Manager at the Sri Ganganagar project has been experiencing. "With workmen numbers dwindling fast as the migrant labour left our site, our welfare measures and safety initiatives had to kick in and we successfully retained about 140 of them."

For resumption of activities, a minimum threshold level of workmen was essential and the only way out for the team was to network with the various workmen gangs from other locations during the lockdown. "While sourcing was a task, educating them on the do's and don'ts was even more vital," Darshan points out. "I took up the initiative of creating awareness, interacting with the labour subcontractors and ensured their tie-up with our existing vendors within the budget rates to streamline the new workforce with our SOPs."

Like at all L&T sites, the team stuck to the fundamentals of preparing a secure charter during the lockdown. "A detailed micro plan mapped the project schedule, plotting the catch-up scheme for completing milestones and we arrived at the figures required for our 'Back-to-Work' mission," mentions Darshan. "We lined up close to 950 workmen, 30 excavators, 2 batching plants and other critical equipment for action." To further prep up momentum, an incentive scheme was introduced by roping in the subcontractors to recognize workmen for their good work.

In his close to a decade's career in L&T, Darshan Lal, has handled diverse water supply and sewerage schemes mostly in North India. "There have been challenges all through but the present environment is entirely different and for jobs like what we are

doing that spans across towns and villages, creating safety awareness and being a responsible corporate make a lot of difference," he emphasizes. "It was our stringent safety and welfare measures, aligning to the SOPs and seamless networking with the district administration on crucial matters that have helped us overcome on-ground issues." With almost 43% of the works completed, there is still long way to go, remarks Darshan, "But, we are confident of delivering the project by May 2021," he assures optimistically.



Back home at Ambala, in Haryana, Darshan, credits his wife, Paramjeet Kaur, for moulding their two children, daughter Ishani and son Naitik. "Getting together with family is always a warm feeling as I also get to spend some time with my parents," he adds. "Joining L&T was always special and being a part of the nation building work makes me proud. There is also a personal connect as my daughter's birthday coincided with my tier 1 interview making my L&T bonding even stronger," he sums up on an emotional note.

A detailed micro plan mapped the project schedule, plotting the catch-up scheme for completing milestones and we arrived at the figures required for our 'Back-to-Work' mission.



A WIDER PERSPECTIVE ALWAYS HELPS



M. Arumugasamy

Construction Manager (Civil), WET IC

Stepping back for a wider view of the proceedings does help at times to reorient and in the case of M. Arumugasamy, Construction Manager (Civil) at the RWS Boudh Water Supply project, it was necessary during the lockdown. "With almost 75% of our workmen retained at site, we didn't really have issues on manpower but with a scope to cover water supply and distribution network for 353 habitations, we had to tread carefully and take up only the safest work fronts, a task that has been increasingly becoming complex with the pandemic on the rise," he mentions.

"Thanks to years of expertise in executing such jobs, we were able to prioritise our schedule," points out Arumugasamy. "Doing the key structures was a safer bet especially the likes of WTPs while the network distribution was a critical task with our ploy being to engage workmen to complete the civil works for the treatment plants. For the pipeline, we adopted a straightforward approach taking up parts of the alignment that passed through remote areas such as the outskirts of towns and non-habitable regions," he elaborates. With around 10 workmen camps spread out across locations, the project team was constantly on the move to ensure workmen well-being and safety. "Six crews were specially deployed to ensure essentials at the camps and review the safety procedures on a daily basis," mentions Arumugasamy.

For a job that involved both underground and over ground works, some key resources were essential and being a seasoned campaigner in executing large-span water supply and distribution projects, Arumugasamy was up to the challenge. "Considering the utility of the wheel loader, we started engaging it on a regular basis so that the vendor was within our call by identifying fronts that needed its service. Similarly, doing the 73 elevated storage reservoirs is a complex task, largely executed by the local contractors and being a stand-alone structure, safety was ensured in a secure zone."

Whenever we had an issue about statutory clearances, the client stepped in and facilitated the process. Today, thanks to the combined efforts, we have completed around 59% of works and expect to deliver the project by March 2021.

Arumugasamy vouches for their client's all-out support to source raw materials and other resources through special permissions. "Whenever we had an issue about statutory clearances, the client stepped in and facilitated the process. Today, thanks to our combined efforts, we have completed around 59% of works and expect to deliver the project by March 2021."

Getting back to his hometown in Tuticorin down south is a long journey for Arumugasamy but whenever he gets to make the sojourn, it is a fond occasion along with his wife Subbulakshmi who is a homemaker and children, son Nikhilesh and daughter Shaliga.



PROUD OF MAKING THE THINGS THAT MAKE INDIA PROUD



“We had clearly identified the critical tasks to be completed before the monsoon, assigned ownership to our engineers and support staff and by retaining labour, we were able to attain our milestones.”

Abheejit Vishwasrao Patil Construction Manager (Civil), WET IC

Abheejit Patil is inspired by our Group Chairman, Mr A M Naik's statement during a media interview in July 2017 when he described L&T as the company that makes things that make India proud and that pride he brings into all his projects, the latest being the Dhadhusan Red Laxmipura lift irrigation scheme where he has been since 2017, managing the civil works.

Like almost every one of his colleagues, Abheejit's primary concern with the spread of the pandemic was the shortage of skilled workmen. “After the MHA announced relaxations, we had to complete some critical activities since we were at the verge of the monsoon that could affect commissioning and completion schedules,” he warns. “But things were managed very well. We successfully retained the migrant labour during the lockdown by providing them all amenities. At the same time, we mobilized a mix of local and migrant workmen. All this was possible thanks to the support from our management, sincere and dedicated efforts put in by our engineers, proper coordination and support of our vendors.”

The fear was that labour productivity would suffer due to social distancing and other precautionary measures that had to be taken at site. “This was again managed exceptionally well by our team through continuous engagement at the site,” shares a happy Abheejit. “We had clearly identified the critical tasks to be completed before the monsoon, assigned ownership to our engineers and support staff and by retaining labour, we were able to attain our milestones.” The SOPs circulated by the management were communicated to the vendors through daily safety meetings and PEP talks and by ensuring all facilities and amenities, everyone

remained safe. “New workmen were engaged at site only after proper screening for COVID-19,” informs Abheejit. “Initially, we deployed workmen in staggered groups across fronts on resumption and gradually picked up pace to achieve our targets.”

Abheejit is thankful for his Project Manager, EHS and Administrative teams' support to proceed with execution. “Our team members have strong dedication; they handled workmen skilfully at site and our engineers educated the locals about our work and executed the site works. We broke down the work into individual objectives and tracked them daily.”



Abheejit's native is Khabale Mala in Maharashtra's Sangli district and he is married to Sanjivani, a homemaker who holds a MA, is a Bachelor of Education and MA B Ed in Marathi literature. They are blessed with two children: daughter, Durva and son, Rudra. Swimming and cycling are what fills his free time.



BLENDING WORK APPROACHES AND WELL-BEING

Ashutosh Kumar Singh
Project Accountant, WET IC

What worked well for Ashutosh Kumar Singh, Project Accountant, Nuapada Water Supply Project, RWS BU, to address the immediate milestones at site was a blend of humane and digital approach. “To begin with, during the lockdown phase, we formed five teams for the different schemes and convinced the workmen that staying back at our camps was the safest option.” Thanks to this initiative, we were able to hold a good number of workmen, and later engage them with some additional local support as we picked up steam, mentions Ashutosh.

“As a team, we were on a rear-guard action 24/7, implemented some significant ‘do-it-ourselves’ initiatives like making contactless hand sanitizers using PVC pipes across work locations and fumigating in consultation with our EHS team that ensured our well-being.”

While his humane approach gave them the manpower base, it was the digital platform that kept them connected with key stakeholders to make the right moves. “Through MS Teams, we lined up key material resources while necessary special approvals were obtained from the district administration for movement of plant & machinery.” At times, they even stepped out to support their vendors. “There was an instance when we engaged a pick-up vehicle to source a vital material all the way from the vendor's place 500 km away.” Seeing the good work at sites in maintaining hygiene and safety, the client came forward and permitted the team to shift interstate workmen to align with project commitment schedules.

Into his second project, Ashutosh is already a seasoned hand. “Titlagarh Mega Lift Irrigation Project was my first project and as second in-command, I was responsible for a range of activities

across accounts and administration. That stint, kind of prepared me for the bigger role at Nuapada and COVID-19 has been a learning for all of us to work together and excel as a team.” The bonds built over the last few months is certainly a key factor in raising the bar amidst these challenging times. “As a team, we were on a rear-guard action 24/7, implemented some significant ‘do-it-ourselves’ initiatives like making contactless hand sanitizers using PVC pipes across work locations and fumigating in consultation with our EHS team that ensured our well-being.”

When things got stuck, there was always a way out thanks to the support and guidance from my project manager and senior colleagues at site, acknowledges Ashutosh. “Today, we are a proud team, having successfully commissioned two schemes and pumping water to the elevated storage reservoirs.”



Hailing from Bihar, Ashutosh's family includes his wife, Sushama, who is a home maker, daughter, Tejaswani and son, Apruva. Like most L&T-ites, spending time with his family and sharing the honours achieved at work site is a joyful way of connecting for Ashutosh.

“IF YOU WANT TO GO FAST, GO ALONE. IF YOU WANT TO GO FAR, GO TOGETHER.”



Outstanding was another of Ankit's headaches. "Following our CEO & MD's call of "Chase Cash, Sales Will Come" and "Progress, Bill & Collect," we continuously followed up and collected a huge outstanding of INR 45 Cr. in July." Ankit's relief is obvious. "I am grateful to my seniors, Mr. Sumer Rewar & Mr. Krishna Kumar C for their guidance and recognising my contribution that boosted my morale. I am thankful to my team members too especially my frontline engineers who have continuously guided the workforce to help regain progress."

Ankit Bansal

Assistant Construction Manager (Civil), WET IC

Apart from being the Planning In-charge at the Jawai Cluster IV project in the district of Pali that aims to provide drinking water from the Jawai Dam to 224 villages, Ankit Bansal is also a man of quotes. He shares Paul Oberschneider's famous quote, *If you want to go fast go alone. If you want to go far, go together* to describe his effort to combat the impact of COVID-19. His issues were fourfold as he enumerates: "Difficulty in arranging manpower, material and other resources, huge client outstanding, difficulty to retain available labour and uncertainties adversely impacting teams and individuals." Like a true planner, after having identified his problem areas, Ankit got down to address them.

"Firstly, we focused on boosting the morale of our manpower and employees with regular health check-ups and awareness programmes conducted by the IR & EHS teams," he shares. With the unlock, Ankit and team focused on arranging for manpower and subcontractor teams to resume civil structures like WTP structures, ESRs and pumphouses. "As our sites are in remote areas with less population and the risk of the virus spreading less, I planned to immediately start civil activities to overcome losses for the next milestone as we realized that pipeline work could not start due to movement restrictions." Next, they raised the need for Extension of Time for the 3rd milestone with the client, raising concerns of the difficulties that associated vendors were facing in manufacturing, supply & transportation of materials. "Both our client and vendors agreed to virtual inspections and with the client helping us with the necessary permissions from the District Collector, we recommenced civil activities at all locations. By end July, we had 40 subcontractor teams and 364 screened workmen at site."



Ankit comes from Bathinda, the beautiful city of lakes in Punjab and is married to Cheenu, who is a postgraduate in Maths, working as a schoolteacher and private tutor. "I sneak time from my schedule to follow my hobbies like watching web series, doing the gym and playing cricket," he winks and as his wont, ends with J. G. Whittier's quote:

*When things go wrong, as they sometimes will,
When the road you're trudging seems all uphill,
When funds are low and the debts are high,
And you want to smile but you have to sigh,
When care is pressing you down a bit,
Rest if you must, but **Don't Quit.***

BANKING ON VALUE-ENGINEERING



By completing our 2nd milestone in June, we opened other fronts like completing 5000 cum of concreting between July and August and prepared the ground to carry out the structure works seamlessly.

Gireesh Doddi

Assistant Manager (Civil), WET IC

Achieving a major task and that too on a birthday is always special and for Gireesh Doddi, Assistant Manager, Civil, at the 100 MLD Desalination Plant Project, it was a double delight. "We completed the first major concrete pour of 191 cum and the feeling of having achieved it against the odds was overwhelming."

Nothing comes easy, mentions Gireesh, referring to their hard work during the no action phase. "Performance planning was key as we lined up the immediate goals that were feasible like completing the drawings and designs so that the structure works could be taken up when the fronts opened." To bridge the gap, a group-based work approach was implemented. "We divided the workforce into subgroups with each unit given a specific task and as the momentum picked up, we introduced night shift operations with our client's support." The move worked well for Gireesh and team as they went about the ground engineering works banking on some innovative methods. "Sourcing copper slag from a nearby plant proved beneficial in terms of cost and time as we were able to quickly spread a granular blanket above the stone columns well before the monsoon."

Gireesh attributes these enhancements through value engineering for the overall difference. "By completing our 2nd milestone in June, we opened other fronts like completing 5000 cum of concreting between July and August and prepared the ground to carry out the structure works seamlessly." With a scheduled progress in line over the next few months, Gireesh knows that the job is far from over, but he reassures that the gains are giving the team the impetus to prepare for a quantum leap.

A thorough on-field professional, Gireesh, has made good use of digital solutions especially to brief and connect with clients. "MS Teams helped a lot to conduct site inspections for the client, ease site execution and achieve specific targets. We even prepared

Microsoft Forms for RFT and shared with our QA/QC and client thereby saving on time and cost."

The last seven years at L&T have been enriching for Gireesh and he credits his acumen to the robust learning and training initiatives. "I have grown professionally with a rewarding learning experience in a warm working environment where people are the prime movers."

At home in Vizag, Gireesh has the support of his wife Trividha, a home maker and a toddler daughter, Shasika to play with during his visits.



THINKING A STEP AHEAD WITH A POSITIVE MINDSET

Pawan Kumar Pandey

Assistant Manager (IR & Admin), WET IC

A project at the heart of Udaipur was something that Pawan Kumar Pandey, Assistant Manager, IR & Admin was looking forward to when he was posted at the Udaipur Integrated Infrastructure Works. "A few weeks into March and we had a huge challenge as most of our alignment was running right through the containment zone with the Nagar Nigam area locked down for more than 45 days."

A few priorities needed to be ticked off right away, he remarks. "We had to be in line with the city administrators on zoning so that overall safety was ensured at our workmen camps. The plan was to have specific teams to address the various requirements of workmen while continuously monitoring their health. Initially, during the restrictions, movement was confined only within the camps with facilities such as health screening and doctor visits arranged regularly."

When the works began, the team adopted a cautious approach. "We were continuously in touch with the local media, city administrators for timely updates on developments that were immediately passed on to the execution teams across fronts." Pawan acknowledges the support from his seniors at site. "I'm extremely thankful for the guidance of our Project Manager - Vipin Kumar Tyagi, Accountant - Vikram Singh Rathore and Planning Manager - Ankush Bansal. It is their positive mindset and 'Converting the Impossible to Possible' attitude that gave me the confidence to take up the mantle of facilitating approvals to fast track our works."

Pawan agrees that the team has gained invaluable insights. "Today, we are in a position to take critical decisions according to the situation and the best thing is that we have the backing of our seniors. In a way, the team, especially the youngsters, have started

to think a step ahead, going beyond their work areas, like a project manager and that is adding value to the entire value chain."

Hailing from Mau, a small town on the banks of River Tamsa in Uttar Pradesh, Pawan likes to take up a book or stretch out through a game of badminton whenever at home with his wife Priti Pandey, a home maker, and daughters Aarya and Anshika. However, with so much at stake at work, Pawan is in the thick of action doing what he is good at. "Of course, my best moment at work came when I received the 'Emergency Care Award' at the Super Critical Thermal Power Plant in Prayagraj, an acknowledgment that always inspires me to give my best."



Today, we are in a position to take critical decisions according to the situation and the best thing is that we have the backing of our seniors.

ON A STEEP LEARNING CURVE

Gaurav Anand

Assistant Construction Manager (Civil), WET IC

Since joining L&T with the GET batch of 2014, Gaurav Anand has been on a steep learning curve, and he agrees that it has been an enjoyable journey thus far. "Each of my projects be it the Ganga River Front Development or the Kharkai Barrage or even my present assignment at the Mallanna Sagar Reservoir project, the challenges have been different and my learning rich!" He exclaims. As Planning Manager, Gaurav is feeling the heat as his delivery date for the project is fast approaching in December 2021. It is a prestigious one for the Government of Telangana being part of a mega programme that proposes to meet almost 70% of the state's water requirement. "As of September, we have completed 45% of the works," with a larger onus to close in on the milestones.

With the pandemic, Gaurav and the project team have been having sleepless nights contending with issues relating to labour retention, procurement of material, movement of personnel and safety of all from infection. "After being months away from their families during the lockdown, it was understandable that the workmen wanted to leave but we encouraged them to stay put and leave later in a phased manner. Simultaneously, we went all out to source labour from other locations. Some agreed to come

but could not travel." His face then brightens, "our approach worked and by maintaining the required strength we smoothly restarted work." Hundreds of dumpers make multiple trips daily bringing soil and sand from quarries, increasing the threat of spreading COVID too. "Drivers usually sit together to eat during loading. To prevent this, we provided them refreshments at the start of their journey," informs Gaurav.

He acknowledges the client's support during these tough days, helping with permissions for staff vehicles and dumper movement and for procuring spares from vendors. "Our client has always been on the front foot," smiles Gaurav. "Our project team too has shown great courage and commitment to fulfil the need of the hour and ensure safety," he says. "In essence, our seniors, client and subcontractors have all shown efficient management skills to tackle the ordeal and still churn out the required productivity."



Gaurav hails from Patna and is married to Alka Priyadarshini who has done her B Tech in Biotechnology and MBA in HR. "She used to work as an Assistant Researcher but is presently a homemaker though on the lookout for an opportunity suiting her portfolio," he shares. His hobbies are making house plans, rendering them in 3D and watching movies.

He signs off expressing his great respect for the way L&T has cared for its employees and workmen during this time of crisis. "The ability to transform according to the need of the hour along with all its stakeholders is the strength of visionary leadership, which is why I am proud to be a part of this organization!"

The ability to transform according to the need of the hour along with all its stakeholders is the strength of visionary leadership, which is why I am proud to be a part of this organization!



COMMITTED TO REALISING TARGETS

“Once the works began, we started sharing the WIP through video snippets and photos highlighting the SOPs in place to all our contractors and workmen which boosted their morale and gradually increased the momentum at site.”



Cheemala Shanmugha Satish Kumar

Planning In-charge, WET IC

As a Planning In-charge, Cheemala Shanmugha Satish Kumar, realizes that the key to achieving targets is commitment. Ever since the lockdown began, he and his team have been committed to addressing various issues to get the site to return to work as quickly as possible. “During the initial stages, we ensured that all work bills of the contractors were prepared immediately and by doing so, instilled a sense of confidence in them that we were standing by our people in these testing times.”

The good work continued as specific team members touch based with the respective contractors and workmen, regarding their safety and well-being. “Thanks to our initiatives, almost 80% of our contractors returned to site after lockdown,” he adds. Bringing back the momentum was easier said than done but with the support of his Project Manager, D. Kumaresan, they charted a specific course of action. “We began early using the lockdown period to update all progress and reconciliation documents to be ready for action with the unlock.”

Further, on-ground, they identified the critical work factors, conducted situation review meetings and assigned individual responsibilities with set timelines. “Once the works began, we started sharing the WIP through video snippets and photos highlighting the SOPs in place to all our contractors and workmen which boosted their morale and gradually increased the momentum at site.” The power of digital platforms was very effective especially during the remobilization, exclaims Sathish, “We were able to bridge the manpower gap with some out-of-the-box thinking. We even arranged exclusive transport for bringing workmen from other districts around Tamil Nadu and the neighbouring states.”

“Operating in a small town like Erode is always a challenge but

we ensured that we took every step in line with safety as our priority. Red hot spots, identified as restricted work zones and locations where work was possible, were pre-inspected by our P&M, Formwork and EHS teams.” The client was always available. “Whether in lockdown or action mode, the measures undertaken at our end were shared in detail.” The remobilization approvals were largely facilitated with the client’s help as TWAD authorities stepped in to speed up the process. “Today, the team is proud of having achieved 92% of sales by August 2020,” shares Sathish with a broad grin, “and, we are planning to deliver the project by December.”

Sathish hails from Dharmavaram, in Andhra Pradesh. His family includes his parents and his sister. “Celebrating my parents wedding anniversary in November 2019 is a recent memorable moment,” he cherishes. And, of course, the recognition for accomplishments at work satisfies him immensely.



INVESTING IN THE FUTURE - THE L&T WAY

“Pandemic or not, as an organization, we are committed to onboarding the GETs & PGETs ... in fact, we believe, it is our duty to see how you move forward in your life,” said **CEO & Managing Director, Mr. S.N. Subrahmanyam** in a rousing ‘virtual’ address to the 900+ GETs & PGETs on August 17th that was part of a 17-day Virtual Induction Programme organized by the Young Professional Talent Acquisition Team, CHR in collaboration with Divisional Corporate HR, through a blend of platforms. As pre-joining engagement, ATL Courses were assigned to the trainees on 10th August followed by an interactive icebreaker session on the evening of August 16th. Designed in two tracks, the programme gave an overview of L&T and cross-functional technical training with the highlight being a ‘**Know your Leader Series**’ during which L&T’s Whole Time Directors addressed trainees through live sessions. The transition from campus to corporate was smoothly facilitated through sessions on Personal & Financial well-being

and a virtual board game on Self-Leadership. A Panel Discussion on ‘New World of Work’ with six leaders sharing insights proved extremely interesting and engaging.

Thereafter, a 12-day cross-functional technical training programme facilitated by CTEA Madh gave the young trainees valuable insights into the engineering applications of L&T’s various businesses. ‘Tech Talk’ sessions facilitated by experts introduced them to evolving technologies, products, and best practices in play domestically and globally. They were assigned a group project on application of engineering concepts and practices to be completed over the 12-day period. A virtual tour of L&T’s Hazira manufacturing complex using Augmented Reality and Pulveriser Manufacturing was another highlight. The curtains were rung on the programme on September 5th with a closing ceremony during which individual performers and best group projects were awarded.

Leaderspeak

“Over 82 years, we have grown multi-fold, multi-dimensional and are known as the company that executes the tallest, longest, smartest, fastest and some of the most beautiful projects which make India and the world proud. Each of you will have the opportunity to hone your skills and grow. Focus on speed and scale, be innovative & entrepreneurial, develop your personality and gain specialization in a skill at an early stage of your career.”

Mr. S N Subrahmanyam,
CEO & Managing Director



Mr. R Shankar Raman,
Chief Financial Officer & Whole Time Director

“L&T has grown from a public company in 1950 to becoming a proxy to India’s economy in 70 years. L&T is a University as engineers from of all disciplines can find a place here. It is important to develop great sense of curiosity, awareness, humility to learn and an entrepreneurial mindset.”



Mr. D K Sen,
Whole Time Director and Sr. Executive Vice President (Development Projects)

"We are eager for you to join L&T because you will bring variety, vigour, energy, potential, promise and talent to L&T. Trainees have special place in L&T as they are the future leaders of the company."



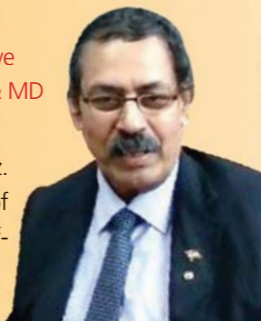
Mr. M V Satish,
Whole Time Director & Sr. Executive Vice President (Buildings & Factories)

"L&T is known for scale, volume, and technological might. It is imperative to give importance to learning during the different phases of one's career and find a reason to get involved in Social Service."



Mr. Subramanian Sarma,
Whole Time Director & Sr. Executive Vice President (Energy) and CEO & MD L&T Hydrocarbon Engineering Ltd.

There are 5 pillars of success, viz. curiosity to learn, stepping out of one's comfort zone, self-belief, self-drive, humility and empathy.



Mr. S V Desai,
Whole Time Director & Sr. Executive Vice President (Civil Infrastructure)

"The three most important aspects of business are Quality, Safety and Schedule. Be innovative, disciplined, responsible, gain ability to make decisions, manage time and prioritise from the very start."

Mr. T Madhava Das,
Whole Time Director & Sr. Executive Vice President (Utilities)

"You may look upon this as a start of your career, but for L&T it is not a small step, it is investing in its future. The key to pursuing excellence is to embrace an organic, long-term learning process, and not to live in a shell of static, safe mediocrity."



Mr. J D Patil,
Whole Time Director & Sr. Executive Vice President (Defence & Smart Technologies)

"You are the chosen ones who have earned the right to join our organization. You and only you will be responsible for your growth. Choose your path carefully and be innovative, flexible, and multi-faceted at the very onset of your career,"



Mr. Ramkishore S,
Head-HR, Divisional Corporate, L&T Construction

"At L&T every crisis is taken as an opportunity, and the way in which a Virtual Induction programme of this scale has been put together in the midst of the ongoing pandemic is just one example of the mindset with which L&T works."

Dr C Jayakumar,
Vice President & Head HR – Corporate Human Resources, L&T

"Today is a great and memorable day; the day you have made your parents proud; the day you have made your college proud; and the day you have joined the organization that makes India proud!"



BACK TO ACTION HEROES

STRONGER TOGETHER

L&T GEOSTRUCTURE



L&T RUNS IN HIS FAMILY

My most memorable moment was when I was selected as Digital Officer after interactions with our CEO & MD, Chief Executive L&T GeoStructure and our Chief Digital Officer.



Krishna Karteek Velidi Planning In-charge, L&T GeoStructure

He is a GET from the 2008 batch. He is a BIS scholar. His wife, Sujatha Danthuluri, works as an Engineering Manager with L&T Hydrocarbon and he is heading a unique initiative for elevated & embedded structures for L&T GeoStructure so it will not be wrong to state that L&T runs in Krishna Karteek's family. Presently, he has been delegated to the 2 X 660 MW Ennore SEZ Super Thermal Power Project as Planning In-charge to lend a helping hand to the Project Manager and team to fight against the pandemic and get things rolling at site.

"On 24th March we had 501 workmen at site; on 28th May we had only 8!" Krishna sizes up his problem. "Secondly, even when the lockdown was relaxed, site operations could not resume as the personnel were all staying 15 km away and could not travel so we appealed to the client (BHEL) for 15,000 sqm of space within the site to build a new labour colony. With concerted team effort, we received their approval in July and work has commenced," Krishna informs.

His next target was to remobilize workmen. "I got contacts from various ICs, seniors, our HR team and through the subcontractor mobilization app, we initially mobilized about 150 workmen in July. It was tough," he says grimly, "as many of the subcontractors were scared to return plus there were the individual lockdowns imposed by the respective state governments." He stares for a moment. "That initial phase was most stressful. Things have improved since as we mobilized 300 in August and 350 in September touching 800 in all."

Cost saving is a recurring theme at all sites and Krishna has lent his efforts to cut overheads by reducing piling equipment based on front end utilization "Further, we reduced our departmental

staff to 48 from an original strength of 90 and with this lean setup we invoiced INR 8 crores instead of INR 3 Crores for consecutive months." His face reveals both relief and triumph as he reels off the progress numbers: Piling: 360 numbers; Concrete: 17,990 cum; Reinforcement: 1635 MT; Structural Steel Fabrication: 2029 MT.

Krishna flags off the subcontractor mobilization app as a boon. "By entering details of the project, location, nature & duration of work, we receive responses from various subcontractors in less than 6 hours that has helped a lot in workmen mobilization."

Krishna's native place is Kakinada in Andhra Pradesh. He and Sujatha are blessed with a son, Jai Daksh. His free time is for playing badminton, spending time with friends and even trying his hand at acting in short films. "My most memorable moment was when I was selected as Digital Officer after interactions with our CEO & MD, Chief Executive L&T GeoStructure and our Chief Digital Officer," he shares, face alight with excitement.



'OUR FAMILY, OUR SAFETY'

My team members and colleagues have stood with me shoulder-to-shoulder that has helped us cope with the situation. I am also thankful to our management for their moral support and assistance that helped maintain our enthusiasm during these tough times.



Rajesh Pundlik Barskar Manager (Accounts), L&T GeoStructure

'Our family, our safety' was a tagline introduced by the Government to spread the message of keeping oneself and one's family safe from the threat of COVID-19. Rajesh Barskar at L&T GeoStructure's Seawater Intake Project at Uppur, which is also his first with L&T, found the tagline most appropriate to drive the message of safety to his workmen and employees at site. "We have never seen a virus like this before and we have been telling our people that it is only by being careful and taking all the right precautions that you, your loved ones and colleagues can stay safe," he explains.

Rajesh's challenges at site are like that faced by most other sites across the country: the shortage of labour as many left as soon as the lockdown was announced or unable to return because of lack of transportation; non-availability of skilled workmen; and thirdly, workmen employed at site slowly losing hope and panicking due to the overwhelmingly negative news in the media. "They were disturbed," observes Rajesh, "and therefore our first step was to improve their mental health. We asked them to ignore all the fake news and think positively. Only then could they work productively at site."

In his capacity as Manager – Accounts, it has been Rajesh's responsibility to arrange for all essential commodities for the workmen and staff, arrange for a Doctor and the healthcare team to be available round-the-clock. "In fact, the ready availability of medical care is one reason why we have been able to control the spread of the virus at our site restricting it to just 6 positive cases at the beginning amongst a workforce of 450," he points out. "Thereafter, we have had no positive cases," he smiles, "even after we have resumed operations to full steam."

Rajesh is extremely appreciative of the leadership of his Project Manager for setting an example, staying with his team, coordinating with the client, and giving them all the support and guidance. "My team members and colleagues have stood with me shoulder-to-shoulder that has helped us cope with the situation. I am also thankful to our management for their moral support and assistance that helped maintain our enthusiasm during these tough times."



Rajesh hails from the city that never sleeps, Mumbai, is married to Minal, a homemaker and they are blessed with a daughter, Riddhi. During his free time, he loves to explore new places and nod that he does find time to pursue it.

Rajesh is most impressed that L&T is playing a lead role in fulfilling the Prime Minister's dream of an Atmanirbhar Bharat!



ENJOYING THE FRUITS OF TEAMWORK

Muthumariappan S

Construction Manager (Civil), L&T GeoStructure

When faced with a crisis, it is critical for people to come together to fight a common enemy and Muthumariappan S (or, MMS, as he would like to be called) is enjoying the feeling of oneness and teamwork as he, his leadership and team at the 2 X 660 MW Ennore SEZ Super Thermal Power Project in North Chennai, combat COVID-19 together. "I have been constantly supported by my Project Manager, Mr. Sanjeevi Perumal and the planning team to achieve our set targets," shares MMS. "In fact, Mr. Perumal is very experienced, a great motivator and has proven to be a great support for the entire project team as well." MMS adds that the support from the P&M and Quality teams have been note-worthy too.

At site, MMS's issues have been labour and client (BHEL) related. "First, we had the labour exodus so to keep things ticking over, we started to engage with local labour but managing them has been really a task," he says, "though we did manage to bring in some local workmen by visiting them in the nearby villages and assigning them to an existing subcontractor. My other issue has been that the client's visits to site have reduced to three days per week which is putting a lot of pressure on us to obtain all the necessary clearances and approvals in time." MMS and team have, however, been able to address this issue with proper weekly planning that are in sync with their monthly plans. "We have also been trying to convince the client to agree to digital mode of clearances through video conferencing and the like," he adds.

The good thing is that their efforts have borne fruit as MMS explains. "We have achieved a volume of more than 2000 cum of concrete in the Vacuum Pump House Building Slab, Transfer Tower foundations and other works inside the plant boundary within an extremely congested working space."



BHEL is MMS's second project after a stint with B&F IC at the Chennai International Airport project. His native place is Tenkasi in Tamil Nadu, is married to Aruna, a homemaker, and they are blessed with two children: son, Juswanth and daughter, Sakshitha, whose birth has been her father's most wonderful moment. MMS loves to read books in his free time, adding quickly that he gets very little free time these days.

We have achieved a volume of more than 2000 cum of concrete in the Vacuum Pump House Building Slab, Transfer Tower foundations and other works inside the plant boundary within an extremely congested working space.

MANDATED TO COVER LOST GROUND



It is amazing the kind of respect we receive from client for the quality of work we deliver which makes me feel high of being in L&T.

Maramreddy Srinivasa Reddy

Assistant Manager (Civil), L&T GeoStructure

"After working for 1.5 years as Project Coordinator in operations at the Chennai Head Office till end June of 2020, the Management has identified and transferred me to my present site – the 2 X 660 MW Ennore SEZ Super Thermal Power Project in North Chennai, to remobilise workmen and cover lost ground due to COVID-19," states young Maramreddy Srinivasa Reddy. Though the mandate is tough and challenging, MSR, as he is better known at work, is adapting himself well and his earnest effort is showing positive results. "By effectively planning the work for the available workmen along with the remobilised workmen with clear target

completion dates, we have completed some major works viz. VPH building slab, Transfer Tower pile cap (800cum), 360 numbers of piling and pile cap works of more than 5000 Cum at the External Coal Handling System in the marine stretch," shares MSR, with a certain degree of pride.

On landing at the site, one of MSR's first assignments was to convince the client (BHEL) and principal employer M/s. TANGEDCO to allocate land for a new labour colony within the site premises. "Work could not immediately start at site after unlock as the personnel staying 15 km away could not commute due to the travel ban," he explains. "We have finally received the client's permission and have commenced construction of the new labour colony for 600 workmen in about a month and a half with proper planning and utilising material from the old labour colony to control additional costs, to be further extended to accommodate 1000 workmen." He believes this will convince the subcontractors to mobilize more who have been reluctant to mobilize workmen due to the widespread fear of the virus.

MSR attributes his success to the support and guidance from Project Manager- Mr. Sanjeevi Perumal, Head Operations - Mr. T. Srinivasan, Segment Head – Mr. R. Ganesh and Project Coordinator - Mr. G. Boobathy Vishwanath and of course his whole team and all departments. "I have experienced the true meaning of teamwork during these difficult times," he admits.

By ensuring work fronts and drawings, the team has achieved uninterrupted progress and MSR is particularly happy that they have mobilized 700+ workmen since the unlock. "We have effectively utilised our resources like the boom placer, deployed additional carpenters from a nearby site for the Transfer Tower Pile Cap (800 Cum) and Building slab (300 Cum) to meet our targets as per the planned schedule."



Hailing from Kanigiri in Andhra Pradesh, MSR loves to watch movies and hang out with friends, perhaps because he is still single. "It is amazing the kind of respect we receive from client for the quality of work we deliver which makes me feel high of being in L&T," he signs off proudly.

SUCCESSFULLY FOLLOWING THE PRINCIPLES OF 3M

Jagadeesh Soundararajan

Assistant Manager (Civil), L&T GeoStructure

After joining L&T as a GET in 2011, Jagadeesh Soundararajan has grown in the organization with more responsibilities to prove his worth. Presently as Precast Yard and Shore Civil Work In-Charge at the 2x800 MW supercritical coal based thermal power plant at Uppur, Tamil Nadu, he is part of the exercise to achieve progress in the face of the pandemic. "I resorted to the basic principles of 3M focussing on Man, Machinery and Material," he says. "With our first target being to mobilize workmen, we initially decided to try out with local labour but neither were they productive nor were they able to align to our safety and quality norms or match our schedules so we had to look elsewhere."

"We motivated the subcontractors to deploy workmen, interacted closely with those who had remained with us, setting them small goals to achieve some quick wins to boost their morale and make them reach for bigger goals with additional effort," shares Jagadeesh. As part of their action plan, the team identified activities planned for the following 3 months, mapped resource requirements, slightly tweaked the sequencing for more productivity and encouraged the extensive use of machinery. "We ensured timely availability of resources and material to the workmen to avoid any delays."

Trust is the bedrock on which relationships are built and Jagadeesh acknowledges the need for trust between company and client. "We like our clients to challenge us, ask questions, request for our inputs. At the same time, we should be free to express ourselves

We like our clients to challenge us, ask questions, request for our inputs. At the same time, we should be free to express ourselves when we think that clients are missing out on opportunities.

when we think that clients are missing out on opportunities," he observes. "The process of building trust usually starts off discussing little things before moving on to larger opportunities."

Productivity was closely monitored at site and workmen who were not meeting the set targets were earmarked for special training. Jagadeesh praises his Project Manager who stood with the team at site, leading from the front. "Tweaking sequencing in a prepared plan is not conventional but with our seniors' support, we brainstormed, made fresh plans that were approved to set the ball rolling," he says with gusto.



Jagadeesh comes from the village of Jagir Ammapalayam, in Tamil Nadu's Salem district and is married to J. Vinitha, a MSC, B.ED (Maths) who was teaching but is presently a mother and a homemaker, though with plans to return to work in a couple of years. Obviously, the apple of Jagadeesh's eye is his 2-year-old son, J.V. Krishnavendhan, playing with whom is his favourite pastime, when not listening to soft music or cooking.

Having worked at 4 other projects before his present assignment at Uppur, Jagadeesh is both proud and respectful of L&T for the tremendous impact the company has on people.



FOCUSED ON CLEARING THE BACKLOG

Dudekula Haji Babavalli

Assistant Manager (Civil), L&T GeoStructure

For most projects, the lockdown not only robbed them of a clean two months of progress but the unlock came only a couple of months before the monsoon increasing pressure on teams like Dudekula Babavalli's project team at the Runj Composite Gravity Dam project to complete critical works before the rains hit. "Our overall plan was to gear up and push progress to cover the target backlog to complete the project in the stipulated time," he shares, looking serious. "Secondly, with the monsoon only two months away, we had to achieve our first milestone of filling the cut-off trench that is 300 m long, 30 m wide and 23 m below ground level." Having described his challenge, Dudekula smiles, "We successfully filled the trench to 12 m thus saving our excavated foundation from flash floods from the adjoining water bodies."

As directed by the client, the cut-off trench was to be filled only after complete dewatering to keep the trench founding level dry. "With the new SOPs in place, instead of manual labour for dewatering, we used pumps with less personnel to reduce the chance of any spread of infections," he says. At the same time, the new SOPs were causing problems for their subcontractors to mobilize manpower. "We swiftly swung into action," says Dudekula energetically, "by engaging with the locals who were experienced in similar functions and thereby reduced the time and effort for remobilization."

Dudekula, though at his first project with L&T, yet brings with him rich experience of having worked on a host of other projects before joining L&T involving the construction of canals, pumphouses, reservoirs, pipelines, dams and canals and so he is certainly on familiar ground at the Runj project. "My seniors and team members have been very supportive and positive about the actions to be taken to improve our progress," he says sincerely, "by providing 100% attention and assistance to achieve our interim target of filling the cut-off trench prior to the onset of the monsoon."

While reading and listening to music are his favourite pastimes, Dudekula would love to spend more time with his family that includes, his wife, Ammu, daughter, Harshiya and son, Haron, like they did on a trip to Goa that he recalls with pleasure.

Before signing off, he says, "The initiatives taken by the Management to implement various welfare and safety measures during this pandemic, has increased my pride of being a part of this wonderful organization!"



Our overall plan was to gear up and push progress to cover the target backlog to complete the project in the stipulated time.



A BAPTISM BY FIRE



green zone were in place with the result we could start work at site the very next day after the Unlock and started the first concreting within another 5 days." Nishant looks suitably happy about their team's achievement.

Of course, it was not easy but then nothing is, smiles Nishant. "Our client asked us to follow the protocol of the local DM in Kanpur by which only workmen from the green zone were allowed to work at site," he points out. "We followed this protocol religiously by cross-checking every workman's location before he was allowed into our site. We also followed all the other protocols of checking everyone's temperature in the morning and evening, using masks, and maintaining social distancing as much as possible." Quarantine facilities ensured that the new workmen did not mingle with the workforce already at site and timing of lunch breaks was staggered to avoid crowding.

On his personal front, Nishant's native place is Kangara in Himachal Pradesh. His life partner is Jyoti, a homemaker and they are blessed with a daughter, Tanisha. Not surprisingly, Nishant's most memorable moment is when Tanisha was born. He follows cricket during his free time.



"Many of the most prestigious and unique projects in India have been constructed by L&T across sectors that is helping our nation grow at a rapid pace and being a part of this organization helps me to contribute towards nation building," signs off Nishant, quite in awe of the company he keeps.

Nishant Katoch

Assistant Manager (Civil), L&T GeoStructure

Many of the most prestigious and unique projects in India have been constructed by L&T across sectors that is helping our nation grow at a rapid pace and being a part of this organization helps me to contribute towards nation building.

The 1x660 MW Panki TPS extension project for BHEL is Nishant Katoch's first project with L&T GeoStructure and it has been truly a baptism by fire with the pandemic-induced disruptions. "To ensure that we were ready to roll as soon as the lockdown was lifted, we required sufficient workmen at site which is why retaining our workforce was our main challenge," says Nishant, echoing what most of his colleagues across the organization have been saying. "To address this issue, we created a safe work environment, free from COVID infections and convinced the workforce that it was indeed safe for them to work."

If several of the L&T GeoStructure projects were quickly off the blocks as soon as the restrictions were relaxed, it was primarily because of their forward planning and as Nishant explains, his team too did not waste the inactive period of the lockdown. "We had e-meetings with our Project Manager and teams to discuss our plan of action," he shares. "We put together some micro-plans, setting our targets about starting work with the available manpower. Even our subcontractor mobilization plans from the

FOCUSED ON DELIVERY

Anup Kumar Biswas

Senior Engineer (Dam execution), L&T GeoStructure

With an expertise in the construction of dams, Anup Kumar Biswas is certainly at the right place involved in the design and construction of the Runj Dam in Panna, Madhya Pradesh, which is also his first project with L&T. "I came to L&T with the experience of having worked on a 54 MW hydro power project in Sikkim and another 720 MW hydro power project in Bhutan," he shares. "At Runj, my focus has been on how to gear up and push progress after the lockdown," revealing a single-minded focus on delivery.

During this situation, our subcontractors were facing challenges regarding mobilizing manpower, so we stepped in and took swift action to identify and engage with locals who were equally experienced in similar operations. Our prompt actions helped to reduce the time taken for mobilization.

To resume operations, skilled labour was required and since most of their workforce had deserted the site before the lockdown, workmen mobilization was high on the team's list of priorities. "During this situation, our subcontractors were facing challenges regarding mobilizing manpower, so we stepped in and took swift action to identify and engage with locals who were equally experienced in similar operations. Our prompt actions helped to reduce the time taken for mobilization." Anup looks suitably impressed with his team's and his efforts in a crisis.

Once they received the permissions to resume operations and they had mobilized adequate number of skilled workmen, Anup and his team got to work. "Our client directed us to pour concrete after cleaning the surface with air jets and make the formwork ready as per the new SOP," he says. "We started pour with 720 cum concrete and have maintained our rate till date to meet all our future targets. We are strictly following all the COVID-19



guidelines and SOPs which is why the incidence of infections at our site is relatively less," he adds.

"Even during the lockdown, we worked together as a team," Anup points out, "and even after we have resumed operations, we are continuing in the same vein. All my seniors and team members have been very supportive and clear about the actions to be taken to improve our progress. They have always been giving 100% attention and every assistance to achieve our interim target of the dam," shares Anup, extremely thankful to his leadership and team for their cooperation during these testing times.

Anup's native place is Nadia in West Bengal and his favourite pastime is playing football. What else, one might ask for someone from West Bengal! Anup's life partner is Soumita and they are blessed with a daughter, Arushi. He remembers with delight his first job, as a particularly memorable moment.



He is proud of being a part of L&T for the way the company has implemented various welfare and safety measures during the time of the pandemic.

"I AM WHAT I AM TODAY BECAUSE OF L&T!"

G Vasanth

Assistant Officer (Industrial Relations), L&T GeoStructure



His life's most memorable moment till date has been when he was selected to work at L&T through a campus interview. G Vasanth also happened to be the only one from his college to earn this distinction that was acknowledged even by his director, the retired Assistant Labour Commissioner of Tamil Nadu. Since he joined L&T on 10th July 2012, there has been no looking back as he has moved from project to project, from strength to strength. "What I am today is because of L&T," he says proudly. "I am inspired by our systems and many other aspects. Doing the right things at the right time at the right place is most important and decision-making is what I have learnt at L&T that is helping me in my personal life too!"

I am inspired by our systems and many other aspects. Doing the right things at the right time at the right place is most important and decision-making is what I have learnt at L&T that is helping me in my personal life too!

Vasanth is presently managing workmen and employee relations at the BHEL Ennore project which is also his 13th project in his relatively short tenure of 8 years with the organization. "Whichever project I have been assigned to, I have been posted alone to handle the IR and admin part," he shares. "I have had to handle local people and unions but handling them is very different and it is something that I have learnt the hard way though it certainly has been an interesting part of my career," he agrees.

After Chennai's second lockdown, it fell on Vasanth's shoulders to procure passes for the transit of workmen and essentials. "First, I had to read more than 200 Circulars from the Central and State Governments to resume operations at site," he begins. "Then, I had to deal with the District Collector or the District Magistrate as he is known here, the local authorities and the local police to ensure smooth operation. Convincing the government body was a

big challenge," he adds with a grimace. Mobilization of workforce was the other big issue. "I had to work with travel agencies, vendors, travel supervisors, drivers, the Thasildhar, RTO, the local government bodies and even the Deputy Director of BOCW to ensure that the workmen reached our site safely, in the process convincing all of them that we were strictly following all the SOPs at site to keep us all safe."

Having recently married Pushpavalli, a B Tech in Biotechnology, on November 1st 2019, Vasanth smiles that presently she is doing great things as a homemaker. He likes cricket and swimming and games like chess and carom but when he does not find time for these hobbies, he entertains himself by watching movies and reading novels: Mel Robbins' '5 Second Rule' and Tony Robbins' 'Awaken the Giant Within' are two he specially mentions.



RELISHING NEW BEGINNINGS

Praveen Kumar Palanisamy

Engineer (Civil), L&T GeoStructure



Praveen Kumar Palanisamy (or PKP, as he is better known as) is at a stage in life when he is relishing several new beginnings. On his personal front, he is beginning a new life with his newly married wife, Sathya, while on the professional side, he is working on his first project – the 2 X 660 MW Ennore SEZ Super Thermal Power Project at Ash dyke of North Chennai TPS, Chennai, handling piling, pile cap, civil, structural and architectural works for the coal handling and ash handling plants for BHEL.

Keeping in mind our monthly schedule, we have been micro planning our day-to-day work activities and resource requirements after consulting with the planning team to achieve and meet our milestones.

Like everyone else's across the globe, PKP's life too has undergone major change with the onset of COVID-19. "Non availability of workmen has been our major concern and therefore our effort has been to optimally utilize the available workforce," shares a determined PKP. "Progress at site has been slow on two counts: working with the new social distancing norms and following the

SOPs have slowed things and secondly, our client is only available on alternate days because of government regulations which is hindering the inspection and clearance process."

PKP and the project team have quickly understood the constraints and have started working on new plans of action as he explains. "Keeping in mind our monthly schedule, we have been micro planning our day-to-day work activities and resource requirements after consulting with the Planning team to achieve and meet our milestones." To push progress, the team has been convincing subcontractors to work both shifts while urging the client for timely approvals. "We have succeeded to a fair extent in our effort," smiles a pleased PKP, "for we have achieved a volume of more than 5000 cum for the marine pile cap structures under these critical conditions." PKP realizes that it has been excellent teamwork in a time of crisis. "We have

been constantly supported by our Project Manager, Mr. Sanjeevi Perumal and the planning team to achieve the set targets," shares PKP genuinely, adding that he would like to appreciate the efforts of his P&M and Quality teams as well for their continuous support.

For PKP, being campus recruited by L&T was a dream come true and agrees that he is living his dream for L&T offers, "continuous learning, the freedom to improvise on works and the opportunity to perform and achieve key milestones with continuous support from the Project team."



PKP, who hails from Coimbatore in Tamil Nadu, loves to spend time with his family and Sathya, who is a homemaker, when not playing cricket that is his favourite pastime.



**BACK TO
ACTION HEROES
STRONGER TOGETHER**

RAILWAYS SBG

"L&T HELPS TRANSFORM YOU INTO A LEADER!"



We have implemented various cost reduction measures and renegotiated the price with vendors for many items. We have also ensured regular and positive cashflow by collecting receivables from the customer as per the scheduled timeline.

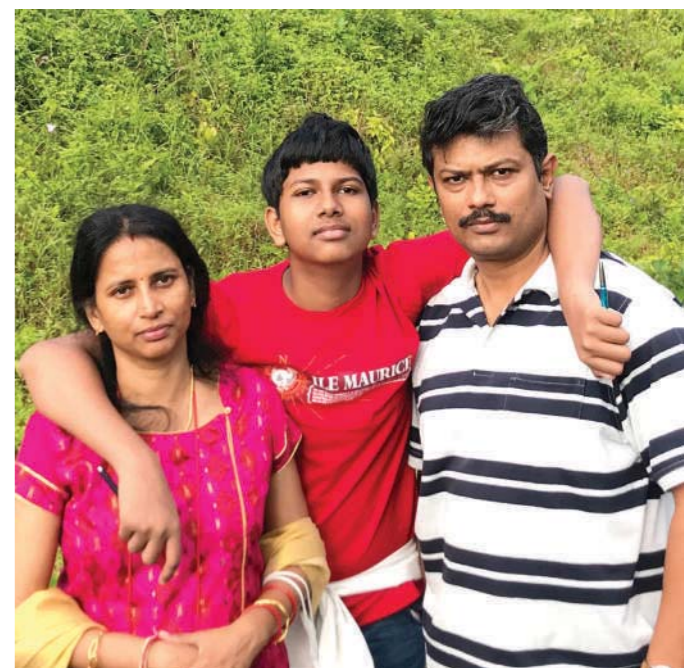
Satya Sekhar Samal Senior Manager (Accounts & Admin), Railways SBG

On an island in the middle of the Indian Ocean, the project team at the Mauritius Metro project would have hoped that COVID-19 would not find them. Unfortunately, it did and the team, including Satya Samal, had to quickly re-organize and re-orient themselves to face the challenges of the pandemic. "We had a 1,200-strong workforce at site and protecting them from being infected either from others within the site or from outsiders was our primary concern," observes Samal. "Even more critical was to detect infected persons and isolate them before they spread the virus in the workmen colony and workplace." Immediately after the 'national confinement' in Mauritius was lifted, Samal and team had to face pressure from several workmen who wanted to return to India. "Since the borders were still closed, remobilisation of workmen from India was not possible so we did our best to convince them to stay back in Mauritius and, more critically, keep pushing progress as soon as operations were resumed."

Prior to the lockdown, Samal and team had distributed the necessary PPE kits and thoroughly briefed all the employees and workmen

about the precautionary measures to be taken to stay safe. "We formed several groups on social media platforms to closely monitor the health of our staff, their families and workmen and extensively used digital platforms to create awareness among the workmen," points out Samal. "After resumption of work, we have restricted the movement of staff inside the office to adhere to the social distancing norms and use Microsoft Teams to communicate internally and with external customers."

Post the lockdown, the team has focused on making up for lost time and Samal remarks that "we have implemented various cost reduction measures and renegotiated the price with vendors for many items. We have also ensured regular and positive cashflow by collecting receivables from the customer as per the scheduled timeline." He is lavish in his praise for Project Director, G Vinod's able leadership in the crisis. "He organized all the required support from the Government of Mauritius for the smooth resumption of work." Samal, also mentions his team members Mr. Muralidharan, Mr. Sreenivasaraju, Mr. Kishore Tarale and Mr. Davidraju for their wholehearted support to achieve their objectives. "They have been the true COVID warriors," he says sincerely.



Hailing from Cuttack in Odisha, Samal's better half is Guddi, a homemaker, and their son, Omm's birth has been Samal's happiest moment in life more so because he was away from home. Movies, music, and books entertain him during his free time.

A veteran of several projects, Samal is all praise for L&T that provides ample scope and freedom to learn. "L&T empowers you to take decisions to transform you into a leader," he says proudly.

A NEW LENS TO VIEW AND SOLVE PROBLEMS



Prashant Gokul Andhare

Construction Manager (ELEC), Railways SBG

These challenges have given me the opportunity to broaden my perspective and encouraged me to identify out-of-the-box solutions. It has given me new lens to view problems and identify best solutions.

After joining L&T as a GET from the Batch of 2009, Prashant Andhare has used every opportunity to increase his exposure, shoulder more responsibilities and hone his skills. "I was given independent responsibility to handle the OHE works at the Barauni-Kathihar project, my first, that gave me in-depth knowledge of design, survey, labour and site management," he shares. In subsequent assignments, he learnt to handle client billing that gave him an insight into contracts, manage large workforces, do material assessment, and get detailed technical know-how. "L&T has always encouraged me to take on more and more responsibilities and given me great opportunities to prove my capabilities which drives me to strive harder, achieve more and push my boundaries to achieve the best."

Currently, as Project Manager of the Roha-Verna project, a part of the mega Konkan Railway Electrification project, Prashant has been facing challenges of a new kind, though he seems to be loving them. "These challenges have given me the opportunity to broaden my perspective and encouraged me to identify

out-of-the-box solutions. It has given me new lens to view problems and identify best solutions which I would never have faced in any conventional project." The pandemic has forced him, "to re-think, re-assign each activity and as we have learnt, we have successfully identified the best methods for better productivity in these circumstances."

Labour has been his biggest concern and Prashant's first small win was to mobilize 200+ local workmen from the nearby villages after contacting and winning over the Sarpanches. "With proper in-house technical and safety training, they helped us to keep the project moving." Later, the team were able to increase their numbers to 1,000 by which time the project was well and truly back on track that won them an appreciation certificate from the client. "One of our significant achievements was 1500 MT of steel erection during the lockdown that is approximately 40% of the total steel structures erected

till date in the project taking the advantage of the traffic block," he shares with satisfaction.

The lack of skilled labour has opened the door for more automation, Prashant remarks. "We are using an excavator with breaker and a self-loading mixer machine on rail BFR along with our UTV that has hugely improved our productivity." In addition, they are employing tower wagons, integrated OHE wiring, impact wrenches, integrated OHE wiring and more.



Prashant's life partner, Dr Snehal, has specialized in Psychiatric Medicine, and is currently associated with Mental Hospital Ratnagiri as a Medical Officer. "She manages her own clinic in Ratnagiri too," he shares proudly. To de-stress, Prashant loves to travel and sketch. "Seeing the electric loco running successfully at my first project was my happiest moment, to see your sweat and blood come to life," he shares warmly.

PLANNING TO ADAPT TO A NEW NORMAL

Vimal Singh Chauhan

Planning & Depot In-charge, Railways SBG

His responses are very precise as Vimal Chauhan addresses each of his issues at the Integrated Contract Package of Civil, Building and Track Works, Electrical and Mechanical Works, Signal and Telecom Works project for the Western Dedicated Freight Corridor. "I had five main challenges because of the pandemic," begins Vimal. "Supplies were disrupted at site, labour had migrated, had to strictly follow the MHA guidelines that was affecting progress, required various approvals from our client (DFCCIL) including the RSDO approval for a Sleeper Plant. In addition, we had to inspect and source approvals of finished goods."

To each of these challenges, Vimal has precisely planned mitigations. To streamline the supply of sleepers, approvals were fast-tracked by arranging for special permissions for labour migration and delegation of approval to DFCC officials instead of RSDO. "This was perhaps for the first time in DFCC that the supervision of the Sleeper Plant was delegated to DFCC officials that saved us considerable time in getting approvals."

"For depot readiness and welding 25 mtr rails into 250 m long rail panels, we deployed local workmen to increase productivity as the appointed agency was unable to mobilize," shares Vimal. "During the lockdown, work at site had stopped leading to the non-availability of a blanket front of 8 km stretching from the Depot to Asaoti IR station, of which 1 km belonged to the Indian Railways, on their premises. We strategically targeted progress at the IR end, interfacing with them and finally, commissioned the connection of one km track, cumulatively completing 3 kms of the track in the process," shares Vimal, happy with his team's achievement.

"We developed local subcontractors and completed the Track Depot Construction in 3 months' time. The major construction works completed were 10 Fixed Gantry Foundations and their erection, approximately 1 km of Long Gantry Track Foundation, FBW setup foundations, etc." Review meetings with the client were all online to ensure timely approvals. "We took the lockdown as an opportunity to arrange for all pending MS/Design approvals and received a one-time payment of Rs 36 Crore as COVID-19 Pandemic relief," he smiles in relief.

Hailing from Kanpur in Uttar Pradesh, Vimal is married to Shweta Singh, a homemaker and they are blessed with two children, son, Virat and daughter, Veera. Traveling and spending time with friends is how he fills his free time. "Cracking the IIT JEE exam has been my most memorable moment," he shares.



"It has been a pleasure working with L&T," he proudly says in conclusion. "If there is one aspect about L&T, it is 'Adaptability' for there is no problem too big to solve or no target unachievable!"

It has been a pleasure working with L&T, If there is one aspect about L&T, it is 'Adaptability' for there is no problem too big to solve or no target unachievable!



FINDING THE RIGHT METER TO LIFE AND WORK



Online material inspection was one of our major initiatives through which both domestic and imported material was inspected like Traction Transformers. It was used for the first time by the client in our project and succeeded.

Pankul Agarwal

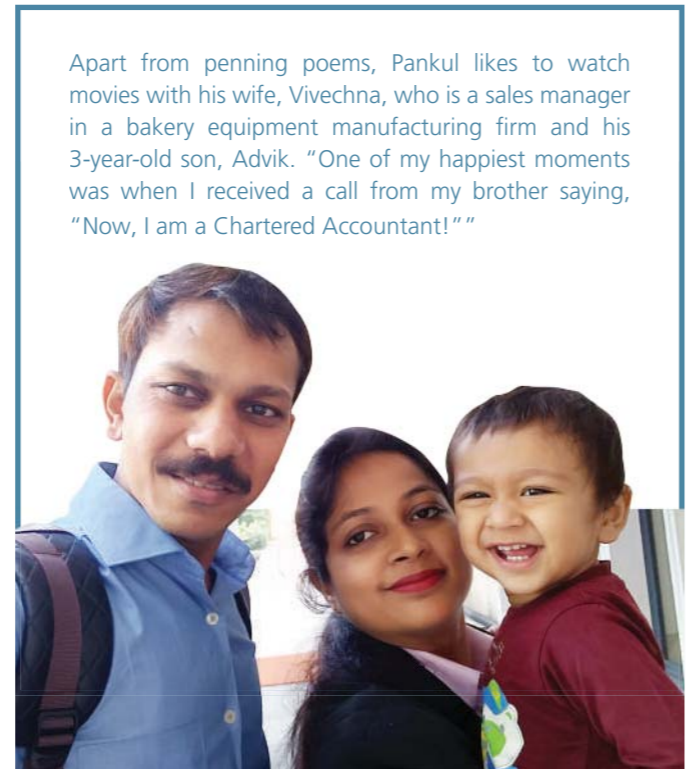
Construction Manager (ELEC), Railways SBG

During his free time, Pankul Agarwal loves to compose poems but unfortunately during the lockdown he did not find the leisure for it and after the unlock he has been in overdrive trying to make up for lost time at his CTP-14, integrated railway construction project for DFCCIL. "I head the Planning team for the electrical works worth some INR 600 Crores and I am responsible for 20 2x25 kV Power Supply Installations, 312 TKM Overhead Equipment (OHE) installation, relocation of electrical utilities and auxiliary power supplies," he shares, very matter-of-factly. Starting with a stint at the Dhamra Port project after joining L&T in 2008, Pankul has had two other assignments prior to his present one at the Panskura-Kharagpur railway project and an augmentation railway project for BALCO.

During and after the lockdown, his challenges at site were, "re-mobilization of workmen, movement of staff at site, material inspection and procurement issues, the client's difficulty to accept the digital mode for approvals and of course," he adds, rolling his eyes, "the constant pressure to restart work, achieve progress and meet targets in the midst of the pandemic." While special buses were booked from Bihar to mobilize workmen, sub-contractors and workmen were re-mobilized to start PSI & OHE works including mobilizing new agencies. "All electrical utilities, infringing the permanent construction of the bridge piles at BR 191H were cleared within 20 days working to a tight schedule," remarks Pankul.

"Online material inspection was one of our major initiatives through which both domestic and imported material was inspected like Traction Transformers. It was used for the first time by the client in our project and succeeded," he smiles, "and digitally certified work RFLs for invoicing using scanned signatures, email approvals and video calls for site inspections."

Material inspection was a tougher nut to crack for the team. The material to be inspected was in Japan, the client in India and the time difference was prolonging the process and escalating costs for both the manufacturer and L&T. "Finally, we persuaded the manufacturer and consultant to decide on a time and arranged inspection from 5:30 am IST but the latter did not have computers at home, so we arranged laptops for the consultants." Pankul almost wipes his brow.



Apart from penning poems, Pankul likes to watch movies with his wife, Vivechna, who is a sales manager in a bakery equipment manufacturing firm and his 3-year-old son, Advik. "One of my happiest moments was when I received a call from my brother saying, "Now, I am a Chartered Accountant!" "

Pankul is most impressed by the way L&T has stood by its employees during the pandemic and, at the same time, contributed handsomely to nation-building. "We are builders to the nation. We have stood by the nation," he declares.



'SCENARIO PLANNING' TO KEEP THE BALL ROLLING

G P Sujith

Construction Manager (MECH), Railways SBG

As Planning Manager at the Mauritius Metro Express project, G P Sujith's primary concern was how to regain momentum after a 57-day lockdown. "We had to return to normal at the earliest," he says with due agitation, "by making resources available for site functions. As the works are dependent on local service providers like P&M and supply of construction materials such as RMC, TMT, etc., the major task was to get their confidence and support for these critical resources." Obviously, from a project perspective, it was vital for Sujith and his team to meet the budget targets for Q1. "Since a month and a half had been a write-off, we had a lot of catching up to do," he says, eager to get rolling. "Scenario Planning was one of our new initiatives during these COVID times, looking at different permutations and combinations based on the possible outcomes to derive measures to achieve the target in all possible scenarios."

Scenario Planning was one of our new initiatives during these COVID times, looking at different permutations and combinations based on the possible outcomes to derive measures to achieve the target in all possible scenarios.

A BIS scholar from IIT, Delhi, Sujith joined L&T as a site engineer in 2014 at the Hyderabad Metro Rail project and "later I got the opportunity to join the planning department and eventually lead the Planning team for HMRL," he remarks with a smile, adding, "this project is a unique one too being executed from Track to Train to showcase our competency as a complete Rail Systems Integrator."

During the lockdown, Sujith and team focused on advance completion of milestones that were not dependent on physical work. "This helped to keep our cost and invoice targets intact," he shares. "Virtual meetings with service providers and operation

protocols had been streamlined prior to the unlock itself that helped the local vendors and suppliers to operate according to our SOPs immediately after the unlock. It helped to resume operations with them with minimum physical interaction by resorting to e-approvals, digital invoices from vendors and digital delivery challans." Parallel activities like use of precast elements for Pullpits, etc. were identified and initiated to save time and maintain execution timelines. "We had extensive discussions and negotiations with existing local P&M service providers & workmen sub-contractors to reduce costs. P&M hiring costs and sub-contractor margins were waived off for the duration of the lockdown and all assets were hired at rates much lesser than those of pre-COVID times that fetched significant savings," shares a satisfied Sujith.



Hailing from Thiruvananthapuram in Kerala, Sujith is married to Architha Ayyappankutty who is a software engineer, was working with an MNC but currently doing her MBA 2nd year. He likes to listen to music, travel and explore new places in his free time.

Sujith is proud of being associated with L&T because of the company's capability to successfully take and deliver massive projects.

We have the capacity, the capability and with the support of the top management, we can implement new innovative ideas and we will emerge even stronger after this crisis.

TAKING FULL ADVANTAGE OF TRAFFIC BLOCKS!

S Praveen
Construction Manager (Civil), Railways SBG

At a railway electrification project, progress depends on traffic blocks and with train traffic at a standstill during the lockdown, the team at the Roha-Verna RE project used the blocks to the fullest extent possible to push forward with their construction. "We worked both day and night shifts, achieved a milestone of erecting 1,401 masts in just 20 days and managed to invoice INR 5.3 Crores," shares S Praveen, excitedly. Like at other projects, Praveen's project also suffered from a reduced workforce, but it gave the team the opportunity to mechanize the works, again finding opportunity in a problem. "We mounted the Ajax Fiori and excavator on the BFR to execute our excavation works like OHE mast grouting and foundation works mechanically," he informs. "We grouted around 1400 masts in 30 days achieving productivity of about 50 masts a day and another 10 OHE foundation castings per day."

Success for the team however was not easy as they faced labour and logistic issues. "Most of our workmen wanted to return to their native places but we tried our best to convince them to stay on the strength of our long relationship. Even those who stayed were not in a mood to work so driving them was a task," shares Praveen. Being a cross-country job, the movement of workmen from one city to other was difficult during the lockdown but as Praveen highlights, "our client (Konkan railway) helped us by approaching the respective district collectors to avail us the necessary passes for movement that went a long way in achieving progress." In line with the SOPs, workmen were divided into teams of 4-5 that worked separately without mingling with each other. "We even assigned our supervisors/engineers to each team to ensure there was no inter-change or mixing of supervisors with other teams."

Praveen recognizes CPM, Mr. Prashant Soni's leadership. "He motivated us to implement new work methodologies and pushed us to use machinery to mechanize the works." He mentions his team members Gouri Behera (OHE In-charge), Shlok Kewalaramani and Abhinav Sharma who were involved in managing the workmen and achieving all the milestones, setting new benchmarks in every activity even during this pandemic situation.

"As L&T, we have been able to withstand the present financial challenges," he says. "We have the capacity, the capability and with the support of the top management, we can implement new innovative ideas and we will emerge even stronger after this crisis," he states proudly.



Praveen hails from Salem in Tamil Nadu and is married to Sujitha B whom he describes as "a supportive wife." Their 3-year-old son, Prajith P, completes their small family. He spends his free time listening to music and, what a billion other Indians do, watching cricket.



LEAVING NO STONE UNTURNED TO KEEP EVERYONE SAFE

Muralitharan Ayothi
Assistant Manager (Accounts), Railways SBG

As project sites sought every which way to keep their employees and workmen safe from COVID infections, the primary responsibility to ensure safety fell on the shoulders of the Admin, Accounts and IR teams, as Muralitharan Ayothi says from his Mauritius Metro Express project. "I am taking care of the entire administration activities like guest house, office administration, staff welfare and all other activities but our main aim as a project team has been to regain momentum after the 57-day lockdown and return to business as usual." He had to ensure that all the sites, offices, labour colony, and buses were disinfected. "We had pre-planned to buy equipment like sanitizers, Sodium Chloride liquid, infrared thermometers and all site offices were thoroughly briefed of the precautionary actions to be taken. As part of staff welfare, we even organised the daily essentials for all staff to avoid them visiting the super-markets and shops," he adds.

'Break the chain' is now globally accepted as a sure shot way to check COVID transmissions and although the client and most of his vendors insisted for virtual meetings, it was already part of Muralitharan's internal SOP 2. "Even if we had to have face-to-face meetings, vendors prefer an isolated location with minimum participants. We also have a separate dedicated meeting room with limited access for the team for unavoidable physical meetings."

We discussed the way forward at group meetings and brain storming sessions during which valuable suggestions were thrown up and course-corrections made to help meet our targets as per plan.

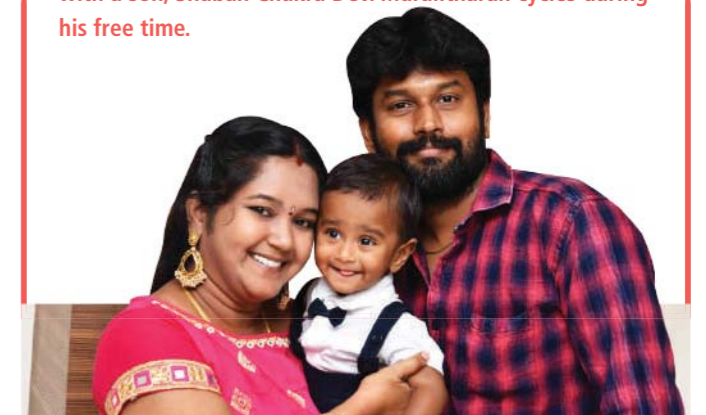
Muralitharan praises their concerted effort to combat COVID-19 as a victory of teamwork. "The Project Director, Project Manager, Project Accountant and other departments have lent their complete support and even directed me to do things in a better way," he shares. "We discussed the way forward at group meetings and brain storming sessions during which valuable suggestions were thrown up and course-corrections made to help meet our targets



as per plan." He specially mentions the Accounts & Administration team of Mr. Kishore Tarale, Mr. D. S. Raju, Mr. David Raju and Mr. Gajender Singh for their effort.

Muralitharan joined L&T in 2013 as an Executive in Accounts at the Shared Service Centre, Chennai from where he was transferred to the Ahmedabad Metro project in 2018. "Now, at Mauritius, I have got the opportunity to work on an overseas project from December 2018 and I am loving the challenges," he says smilingly.

Hailing from Madurai in Tamil Nadu, Muralitharan is married to Sri Mena Devi, a homemaker who has completed her MCA and MBA. "Currently, she is doing her B Ed," says a suitably proud husband. They are blessed with a son, Shuban Chakra Dev. Muralitharan cycles during his free time.



Apart from his marriage and receiving a prize from the ex CM of Tamil Nadu, the late Dr. J. Jayalalitha, Muralitharan's most prized moment was the inauguration of the Mauritius Metro Phase 1 by the Prime Ministers of India and Mauritius.



LEARNING FROM THE PANDEMIC

Rajesh Kumar Nath
Assistant Manager (IR), Railways SBG

"In the past, we have faced and solved several project-related issues, but problems caused by the pandemic have been most unique," says Rajesh Nath, from his Dhaka Mass Rapid Transit Development Project. "What we have learnt is that we can succeed with determination, proper planning and by strictly following the proper rules." He can speak with a certain degree of authority as he has been handling a variety of functions like Accounts, Store Work, Time Office, and Industrial Relations ever since joining L&T in 2008. Rajesh particularly recalls the Bharuch-Dahej railway project. "I worked from the start of the project in 2009 and was the last person to be transferred in 2015 after successfully closing the project and the site establishment."

What we have learnt is that we can succeed with determination, proper planning and by strictly following the proper rules.

At Dhaka, his main challenges were to get everyone at site to strictly follow the SOPs and guidelines laid down by the Bangladeshi government and the company. "We had to search and finalize accommodation for the Bangladeshi staff to avoid travel," he

begins to enumerate his list of responsibilities, "quarantine the new staff and workmen, separate the negative and positive COVID cases, take care of the positive cases, arrange for PCR tests for everybody at site as mandated by the client, monitor the health of the workmen, distribute food and a lot more," he smiles. "The good thing is that all those who got infected were very well looked after and recovered which reinforced the workmen's faith and confidence in the company."

The positive impact of Rajesh and his team's effort was that the site could resume operations immediately after the unlock. "We did some forward planning through several meetings and work is on in full swing now," he says enthusiastically. "We have started track linking work, concreting of OCS work, track work at the viaduct, erection of masts and more." During a crisis, everyone pitches in and Rajesh is happy that the project's fight against COVID-19 and subsequent resumption of activities have been the result of great teamwork. "I have been fully supported and guided by my seniors, especially my Project Director and my Immediate Superior – the Site Admin Head and of course all my team members." He mentions WISA as a digital tool that has come in very handy for workmen screening.

"I love L&T," he declares, "because the company is ready to accept all challenges, where quality is appreciated, training is available to all and work procedure is systematic."

Rajesh hails from the village of Nakunda in West Bengal's Hooghly district. His life partner is Aparajita, a homemaker and they are blessed with two sons, Giriraj and Rishiraj. Rajesh shares a personal moment: "When my first son was born, I could not reach my native due to some work commitments but received the news over the phone. I was very happy and cried." Music is his companion during his free time.



KEEPING SUPPLY CHAINS WELL OILED



I tried my best and was successful in achieving my objectives without any accidents, mishaps and, most importantly, without any COVID positive cases.

Kanchan Kumar Panda
Assistant Manager (Stores), Railways SBG

Being in a foreign country during a crisis could be challenging for most as it was for Kanchan Panda at the Dhaka Metro Rail project CP07 in Bangladesh. "Due to the breakdown caused by COVID-19, delivery of materials to site was nearly impossible," shares Kanchan, detailing some of his issues. "Thanks to our relentless efforts, we succeeded to store materials from 31 different shipments which were in transit to avoid a huge detention charge at the port, but I faced a lot of challenges due to the lockdown. Public transport was suspended and food for our workmen was not available. To operate at full speed while arranging for these necessities and yet following all the protocols to maintain safety was tough." He shakes head, recalling those testing days but smiles, "I tried my best and was successful in achieving my objectives without any accidents, mishaps and, most importantly, without any COVID positive cases."

Having joined L&T in 2011, Kanchan is already into his 4th project at Dhaka Metro after stints as Stores In-charge at the VLROB Project, Jharsuguda, the Singpur to Titalagarh, Railways Electrification Project and the CORE-DEE-JP-MADAR Electrification Project.

"During those difficult times, we were in constant touch with our client, our vendors and associates to sync all the measures being taken at site." He shares a personal triumph: "During the lockdown, I successfully unloaded 1,500 trucks, trailers and vessels without any delays." At site, it was Kanchan's responsibility to provide all the equipment and PPE to the workmen and make them aware of the safety precautions to be taken to protect themselves from the pandemic. "I arranged transport and food for all the workmen and operators at site," he adds. "The workmen usually share their food, but I ensured that they stopped that practice in the need

for safety." Kanchan acknowledges the support he received at site to carry out his responsibilities. "Our Project Director, Mr. Sunil Khattar and my reporting manager, Mr. Supratim Dutta have always supported, encouraged and provided me with all my requirements to operate smoothly," he says sincerely.

Kanchan's native place is the village of Koria in the Paschim Medinipur district of West Bengal. He is married to Paramita, a homemaker, they are blessed with a daughter, Priyanka and seeing the little one in her mother's lap for the first time has been the most cherished moment of Kanchan's life thus far. He spends his free time watching movies and reading.



“OUR COMPANY HAS GREAT CREDIBILITY AND GOODWILL!”



Whenever we visit any government office or private organization, they already know about L&T and this great credibility and goodwill has been earned by L&T over the years!

we have had only 9 COVID positive cases and all have recovered, are healthy and have resumed duty,” his is a smile of victory. “We controlled the spread of the disease,” he asserts, “and what’s even more satisfying is that as a project team we have successfully achieved all our milestones.”

Dhirendra nods, saying that digital solutions have been very useful in their fight against the pandemic. “WISA has been a huge help to enrol workmen and mark attendance,” he says. “We track conveyance vehicles with GPS while Microsoft Teams enable us to attend meetings without traveling to places.” He is very thankful to his seniors and colleagues who lent their whole-hearted support and help whenever he needed them.

CP 204 is Dhirendra’s second project with L&T having initially worked at the Reliance J3, Jamnagar project in LTHE IC Under Third Party Payroll as Admin Supervisor since joining in 2014. He hails from the village of Titlagarh in Odisha’s district of Bolangir. Dhirendra’s life partner is Kiranmayee Panda Mishra, a homemaker, they are blessed with a son, Dibyansh and spending quality time with them is what he holds dear to his heart. “I like watching National Geographic but find very little time for it,” he says, adding that he is very keen to do something for India’s wildlife.

Dhirendra Narayan Mishra Assistant Officer (Administration), Railways SBG

One aspect about L&T that makes Dhirendra Mishra proud is that “Whenever we visit any government office or private organization, they already know about L&T and this great credibility and goodwill has been earned by L&T over the years!” In his role in the Administration team at the CP 204 railways project, Dhirendra needs to make frequent visits to such offices, more so during these times of the pandemic. “There was the problem of conveyance as both drivers and our staff were at risk and we had to visit the government offices to arrange for conveyance for the staff, mobilize workmen but all the while strictly following all the SOPs to keep all of us safe,” he shares some of his specific COVID-19-related issues.

For Dhirendra and his team, safety of the staff and workmen was priority, and they did everything in their power to streamline matters. “We spoke to the vendors and associates, promptly clearing all their dues so that there were no disputes,” he says. “During the first lockdown, all the staff were asked to work from home. All the guidelines and SOPs were shared, and we ensured that all transfers and people returning from home had to undergo 7 days of quarantine for which we set up quarantine facilities.” He is extremely glad that all their effort has been worth it. “Till date,



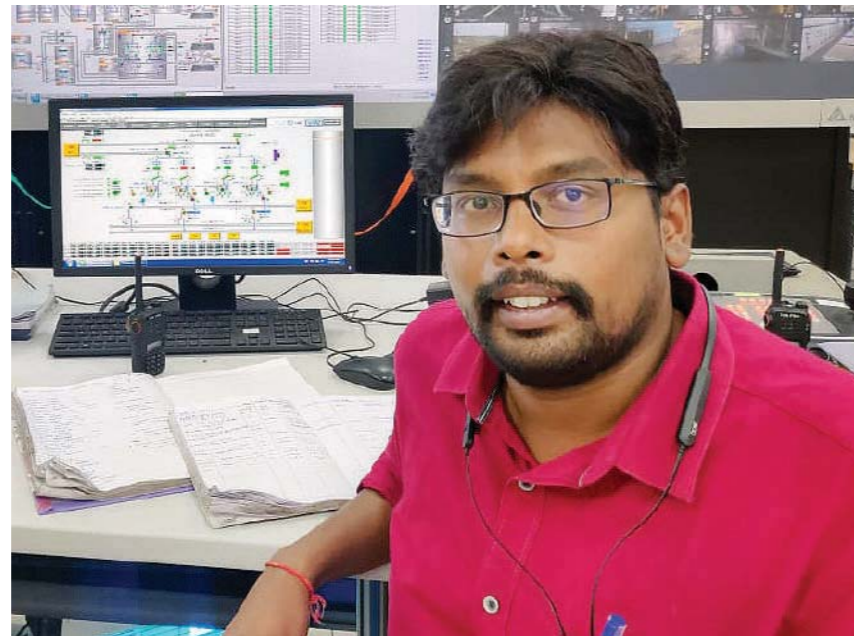
"L&T: A BRAND OF TRUST; A BRAND OF TECHNOLOGY; A BRAND OF FAITH!"

Arun Arumugam,

Construction Manager (Mechanical), MMH SBG

With the pandemic-induced uncertainty spreading not only within his project but even with his client, young Arun Arumugam at the NTPC Khargone project was left to gather his wits and forces to address the emerging situation with 'Chasing Cash' as his motto. "It was important to prove that L&T never fails to deliver on its commitments," he emphasizes.

To reiterate that we never leave a job incomplete, I started going to office daily, call up each associated NTPC official and convince them to participate in online discussions to address issues.



With his client initially uncomfortable with online methods to address queries, take decisions or even release payments and with site progress in question due to the unavailability of staff, Arun had to think of quick remedial measures. "This is where my Project Manager, Mukesh Kumar's experience helped us," he shares gratefully. "As a cool and composed leader, he brought clarity to matters, reassured the client, paved the way to resolve all uncertainties and steered us through troubled waters."

From the GET batch of 2009, Arun's first assignment with L&T was with MIS, then at the NLC erection site for demobilisation and NLC maintenance site as Maintenance Engineer. At the NTPC Tuticorin project, as Planning Engineer, he was the last at site to close the project, with Final Take Over issued from Client and won the client's appreciation for his sterling efforts by being honoured as the Best Project In-charge for O&M & DLP by the Chief Executive Officer of NTPL.

Buoyed by this recognition, Arun found new wind in his wings at Khargone to face the challenges posed by COVID-19. "To reiterate that we never leave a job incomplete, I started going to office daily, call up each associated NTPC official and convince them to participate in online discussions to address issues. In fact, I personally installed a software solution in NTPC laptops for them to review our bills daily." His perseverance paid off with NTPC clearing critical overdue payments to help the site maintain

liquidity. Interestingly, the client has started using an online portal at site during the lockdown which he says, "is a platform for tomorrow's world in this new normal."

Internally, to tackle working capital related issues he has appraised completion of work and retention release to maintain the pulse of the project, which was accepted and released during the lockdown.

Hailing from the Power City Neyveli Township, Arun's love, Abirami Arun is a blogger and freelancer and the joy of their lives is their three-year-old daughter, Maghathi Arun. He recalls a family trip to Rajasthan for her 2nd birthday as some of the most memorable moments of his life. A self-professed food connoisseur, he enjoys playing FIFA and listening to music in his free time.



AN ACTION HERO AT WORK; A POET AT HEART



I am extremely impressed with the way L&T has adapted to the 'new normal' using digital technologies, while not compromising on quality and commitment.

Himangshu Patgiri

Construction Manager (Mechanical), MMH SBG

One of his favourite hobbies is to recite poetry and although Himangshu Patgiri finds joy and solace in his rhymes, he is equally focused at work at the MCL Bhubaneswari Mines project where he is presently working. "The lockdown was an unexpected risk for the project that was difficult to analyse," he remarks, "and we had to come together and brainstorm to find the best way possible to restart."

There were several challenges awaiting Himangshu and his colleagues. "Motivating the workmen to join work, to follow all the Government guidelines and stay protected in an open area project with a lot of interstate truck movement was difficult," he says with a tight smile. Having understood the issues facing them, Himangshu and team set to work on a war footing to overcome the obstacles and resume operations. "We planned to have only the minimum required workmen for execution. I allocated a team leader who would only monitor whether workmen were using masks, maintaining social distancing norms and following the other SOPs. This helped me hugely and we did not lose any man-days after the unlock," says a satisfied Himangshu.

"Our client believed in us and supported us whole-heartedly to start work during the lockdown," he shares. "They ensured that no outsider could work in the project except for the ones who stayed at workmen camp and even formed a committee to assess how well we were following all the SOPs and suggest improvements that were very helpful." Himangshu praises his Project Manager for his support and guidance, adding, "our safety team was always on the lookout for improvement initiatives and guided me wherever I was missing out on things."

Having started his association with L&T at the NTPC Farakka Wagon Tippler project, Himangshu has worked at a host of other projects including the CHP DVC Koderma, Bhushan Steel, CHP for MCL, Lingaraj and currently at CHP for MCL Bhubaneswari handling fabrication, erection, and commissioning of the Rapid Loading Silo Unit.

Hailing from Barpeta in Assam, Himangshu's better half is Doly Das, a homemaker, and they are blessed with a son, Borenya Kashyap, whose birth has been his life's most memorable moment.

"I am extremely impressed with the way L&T has adapted to the 'new normal' using digital technologies, while not compromising on quality and commitment," he signs off proudly.



STRUGGLING TO STAY POSITIVE AND SPREAD POSITIVITY

Dhiman Bose,
Manager (Systems), MMH SBG

People joke these days that it is better to be negative than be tested positive for COVID-19. Dhiman Bose, at Saudi Arabia's Mansourah Massarah Gold Project found himself surrounded by positive COVID cases at site. "More than 50% of people at site were tested positive so we had challenges of isolation, segregation, and accommodation of positive & negative persons in the available limited facility," he says. "Only another person and I from HSE were negative so we had to shoulder the responsibility to keep the spirits positive while managing matters at site."



We fully controlled the pandemic situation and in a month's time we had no new cases, so we focused on resuming operations at site.

Dhiman took over the responsibility to lead the Canteen team to distribute food, segregate and isolate positive and negative people, organize sanitation twice a day, control social distancing, distribute PPEs, arrange for medical help, transport critical cases to the hospital and follow up with the Saudi Arabian Health Ministry officials for necessary guidance & advice to manage the COVID situation. Triumphantly he says, "We fully controlled the pandemic situation and in a month's time we had no new cases, so we focused on resuming operations at site for which various procedures and SOPs were prepared, training was arranged for all staff & workmen, facilities and offices were frequently inspected and transportation was arranged as per the new norms."

"To restart work, we formed four teams to look at key areas," Dhiman elaborates on their plan of action. "Security controlled outsiders and locals entering our project, the medical team monitored our health status. Another team was tasked to prepare the required documents, procedures & SOPs to implement control measures during work while the mobilization team planned and implemented restart of operations." Thanks to the excellent

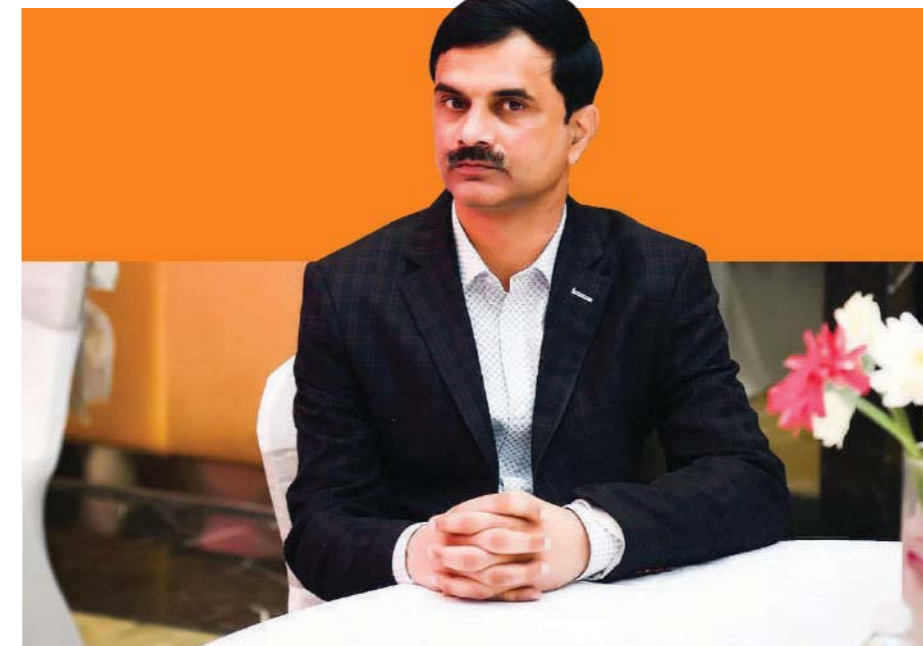
support of his seniors at site and the management in UAE and India, work has resumed in a phased manner and Dhiman and his colleagues can shift their focus to drive progress.

Dhiman attributes his success to the rich experience he has gained at L&T since the time he started his innings in 2007 at the Jindal Steel Plant at Jajpur, Odisha as ISD Project Coordinator. After 3 years at the DVC Koderma Coal Handling Plant at Jharkhand, Dhiman moved to the ISD Cluster in Delhi as Project Leader for MMH projects till 2015 when he moved as Manager – Systems to the Emirates Global Aluminium and LSAW Pipe project in UAE. He has been at his present assignment since 2019.



"I come from Sodepur, Kolkata," Dhiman shares about his personal life. "My wife, Mallika, is a schoolteacher and the apple of our eyes is my son, Anurag." Watching movies, driving, reading books on new technologies are his hobbies and he fondly recalls a 4-day ride from Kolkata to Puri, Orissa with his parents, wife, son, and mother in law.

AN EFFECTIVE FACILITATOR



My approach has been to be an effective facilitator to ensure that all support services were available to the execution team and, at the same time, extend medical support with personal attention to any team member in need.

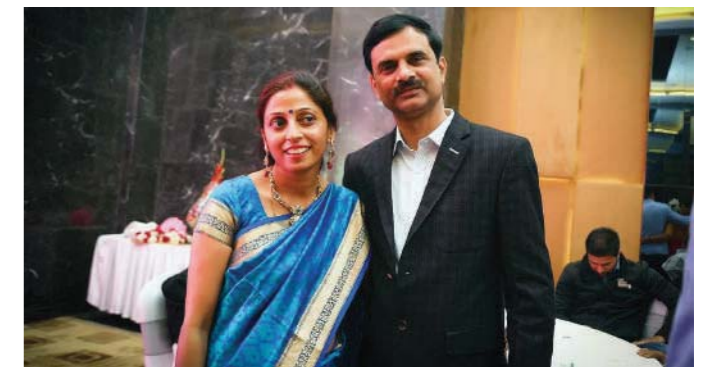
ensure that all support services were available to the execution team and, at the same time, extend medical support with personal attention to any team member in need." Relationships work wonders in such situations and Abhay was able to draw on his rich, over 20-year experience in similar areas to address issues and achieve his functional milestones. "It is important to maintain a balance between and adherence to COVID-19 guidelines and work schedules," he stresses, "with the challenge being to create an environment in which the workmen feel safe to work."

Abhay shares an interesting ploy they adopted. "We have created an informal mechanism of interacting with the daily wage workers to know the medical conditions of other workers and their family members so that we can deter those suspected of having COVID symptoms or having family members with symptoms from coming to work." Abhay acknowledges that his success has been a triumph of teamwork with wholehearted support from his seniors and colleagues. "My suggestions have been taken with due seriousness and appropriate feedback shared for improvement," remarks a satisfied Abhay.

Abhay Kumar Singh
Manager (IR), MMH SBG

Manpower is an essential resource for any activity and Abhay Singh's major challenge during and after the lockdowns has been to ensure ready availability of manpower with the relevant skills. "Though looking after the IR and administration functions at the Coal Handling Plant projects at Khadia, Nigahi and Jaypee Nigarie, I was also assigned to mobilize contract workforce and ensure smooth IR functioning at our JSW Steel Plant in Dolvi by addressing the major challenges of retention of contract workforce, engagement at site and their attendance system," shares Abhay. "It took a lot of effort and persuasion to convince both employees and the contract workforce to return to site and, more importantly, get the desired output from them," he says, laying down his objectives. "As these projects were in demobilization phase, another challenge was to dispose off the scraps at the right value and dispatch the useful stocks to other project locations."

During such uncertain times, it is critical how one deals with manpower especially when they must be urged to perform well at site. "My approach has been to be an effective facilitator to



Abhay considers his marriage to Manisha, a homemaker, his life's most memorable moment and they are blessed with a son, Yashvardhan. "I keep myself abreast of the political scenario and legal framework especially to those related to labour laws by reading newspapers and magazines," he says. "There are huge challenges to ensure unhindered project execution for even the smallest mistake can snowball into a big issue disrupting execution. So, mine is virtually a 24x7 job, but I manage to follow my hobbies which also further my effectiveness in discharging my responsibilities," he signs off positively.

HELPING BUILD A CONFIDENT AND ACTION-ORIENTED WORKFORCE

Manoj Kumar Nanda

Assistant Manager (EHS), MMH SBG



Manoj is appreciative of his client's support in their efforts especially at such a remote place like Tikiri. "Our client, UAIL, assured us basic medical facilities at their hospital and their para medical staff visit to check on our workmen regularly. We quarantine new workmen for 14 days checking their temperature and conducting oxygen saturation tests daily in a separate workman habitat that can accommodate 250 workmen while maintaining social distancing. We have also implemented a mandatory rapid antigen test for all who come to site from outside the district, free of cost."

Manoj credits his performance to the vision of and sound support from Project Manager, Prasanta Tikadar, Project Accountant, Satish Patnaik, Planning Manager, Sudip Sen and the special guidance from SBG EHS Head, Dr K.N. Sen

Hailing from Bhubaneswar, Manoj's better half is Puspashree Padhi, a homemaker. Manoj enjoys his free time playing cricket and carom. "My mother encouraged me to take care of the workmen who were away from their family during this pandemic situation," he shares with great feeling.



"I am extremely proud to identify myself as an L&T employee at any forum. L&T is a process-oriented organization that hones every employee's skill preparing them to give off their best," he signs off proudly.

"Our main challenge during the pandemic has been to ensure the safety and health of all our workmen and build their confidence," declares Manoj Kumar Nanda, EHS Manager, UAIL Expansion Project. "Even though I have rich experience working at several B&F sites in Mohali, Delhi, Bengaluru for over 6 years from 2009 to 2015 and other large scale projects like the CDQ Project, Tata Steel, Jamshedpur and External Water System Project, Bhilai Steel Plant for MMH since 2017, managing and boosting workmen morale is no easy task, more so during these days of COVID-19 following all the SOPs but we have succeeded to ensure project progress." His quiet confidence is of a man used to getting things done.

I am extremely proud to identify myself as an L&T employee at any forum. L&T is a process-oriented organization that hones every employee's skill preparing them to give off their best.

As a team leader of the COVID warriors and a member of the COVID Task Force Committee (TFC), Manoj set out with a simple but effective plan to overcome the obstacles and resume operations at site. "We have implemented a three-pronged system to ensure that its business as usual in the new normal. The COVID Watchers, among the workmen report in to the COVID Warriors who are predominately EHS and Admin staff and they then appraise the COVID TFC to ensure that all SOP guidelines are being followed. We have even announced special incentives for all labour who work till June 2020, which helped our retention plan to succeed," he smiles.

DRIVING SAFETY FOR PROGRESS

We geared up mobilization of P&M, increased the capacity of concrete production, started work on various fronts in different construction zones and more specifically, strengthened the supply chain management for construction materials.



Swagath Hiriyananna Gowda

Assistant Manager (EHS), MMH SBG

A serious issue for the Mansourah Massarh Gold project in the Kingdom of Saudi Arabia is its isolation located 500 km away from the capital city of Riyadh which is a serious consideration especially during these testing times of the pandemic as EHS personnel like Swagath Gowda have found out. "Our prime challenges were mobilizing new workmen and following safety protocols" for which, Swagath and his team developed fresh protocols to mobilize new workmen. "The workforce was mobilized and quarantined initially at the Riyadh Camp for 5 days," he explains. "On the 6th day if tested negative after the PCR test, they would be allowed to move to the site on the 7th day where they would be kept under observation for another 3 days and deployed at project site only after the necessary Medical / COVID screening, EHS induction and training. We ensured that these protocols were stringently followed," he stresses.

"Our esteemed client Maaden, the PMC - Bechtel and consortium partner, Outotec, worked together as a team to form a 'COVID Crisis Command Centre - 4C' involving the senior management, the medical team and staff members and together they did a lot to visualize the situation and seek ways for an effective and gradual restart," Swagath shares.

Their effort bore fruit because the project team with this new workforce were able to achieve multiple milestones. "We geared up mobilization of P&M, increased the capacity of concrete production, started work on various fronts in different construction zones and more specifically, strengthened the supply chain management for construction materials." To control the spread of the virus, the team implemented a COVID precautionary induction and introduced COVID Watchers exclusively for COVID prevention compliance at site. Swagath mentions the great role played by the

senior management during the crisis to support the employees. "All of them demonstrated their commitment towards safety," he adds meaningfully.

Having joined as a DET in 2008 at PHED JBIC Jaipur, Swagath then worked at HZL Dariba Phase III Zinc plant. "There we won the Rospa Gold & BSC awards for clocking 32 Million safe manhours," he points out proudly. Thereafter, he worked at the HZL Dariba Lead Plant and the Tiroda Adani Power Plant projects where he clocked 6 million and 10 million safe manhours respectively after which he had stints at the HMEI Bathinda and JSW Bellary sites.

Swagath is from Shivamogga in Karnataka, is married to Vinutha, a homemaker and they have a 2-year-old daughter, Saanvi. "Her birth is my life's most memorable moment," he says joyously. During his free time, he plays cricket and loves to travel to new places.



MICRO-PLANNING IS THE KEY



I made micro plans for each activity, made precise start and stop for each activity, conducted meetings with fitters and supervisors of every gang prior to starting a new job. We even had them to sign an agreement to show that we were very serious.

"To overcome the mindset of fear, we had to motivate everyone, especially the workmen with whom I started to share regular PEP talks in the morning," describing his contribution to help the project return to some sort of normalcy. "We wanted to convey the feeling that we were standing shoulder-to-shoulder with them." In another effort to bring back labour, they collected the contact numbers of the workmen who had gone home during the pandemic and "used our existing workmen to convince them to return," he shares, with an expression that their strategy was successful. He nods, "Yes, it has worked because a number of them have returned to site."

After restart, they had to keep a close eye on activities to achieve every target on time. "For this, I made micro plans for each activity, made precise start and stop for each activity, conducted meetings with fitters and supervisors of every gang prior to starting a new job. We even had them to sign an agreement to show that we were very serious. We also announced performance-based monthly prizes for each gang, fitter and supervisor that has helped improve competitive skill and speed up job progress."

Hailing from God's own country, Remith's better half, Thushara is a B Sc nursing graduate but presently busy looking after his home and their son, Aadvik. His son's birth, his joining L&T and marrying his love are some of Remith's most cherished moments. "I am very proud when we discuss about L&T at functions and get-togethers," he says with great respect for the company he keeps.



N Remith Raveendran, Assistant Manager (Mechanical), MMH SBG

With the Unlock, the task in front of the leadership and people at site was to re-plan, re-align and return to action. For N Remith at the 2x660 MW NTPC Khargone super critical power plant project, the immediate task was to prioritize and attack the major works affecting plant commissioning on a war footing. "We had to work parallelly on different fronts," says Remith, reflecting the need for speed.

He then ticks off some of his other initiatives. "We devised a trade validation test to find multi-skilled workmen and utilise them across functions as our numbers were low. To speed up the work permit system we used digital signs, which greatly reduced the time taken. We submitted our new plans to the client, and it is very nice of them that they not only supported us with resources wherever required but even agreed to inspections via video conferences."

Having joined L&T as a DET in 2010, Remith has had two assignments prior to Khargone: a 5-year stint at the Tata Steel Plant in Jamshedpur followed by another 4-year stint at the Reliance project in Jamnagar.

KEEPING THE SUPPLY CHAIN ROLLING

Kaustov Bose

Executive (Stores), MMH SBG



to the flight restrictions and the site's inability to mobilize staff or labour as originally planned.

Kaustov acknowledges the support the site received from their client. "They convinced the Ministry of Health to do the Swab test for all our site personnel and arranged for permissions from the Ministry of Transport for our vehicle to travel inter-city carrying essential items during the lockdown. In fact, the then VP of Ma'aden, Mr. Saad, came to stay with us in our camp, fully aware of the situation to guide us completely to comply with all the requirements of the MOH. Our vendors too supported us greatly during this critical phase." He is grateful for the "tremendous support from our seniors too who took special care of the people at site, helped us to make the SOPs, implement them and played a great role in resuming site operations," he sums up.

L&T takes care of its employees and we really understood that during this pandemic. Our management has always come forward to extend every possible support and that's why I'm proud of this company.



"With the lockdown, our major challenge was to mobilize material from our vendors." For his role as Store-in-Charge at the Mansourah Massarah Gold Project, Kaustov Bose's problem articulation is spot on. "When we resumed work, Saudi Arabia was still in a lockdown with restrictions on inter-city movement of vehicles. Most of our vendors were either totally or partially closed and our problem soon became more severe due to the restriction on imports, specially from China. Our registered stockists ran out of stock of many of our approved materials." The need of the hour was for a more flexible procurement strategy, remarks Kaustov, rather than waiting for the approved brands to become available. "With the market situation very uncertain and none of our suppliers able to commit to a delivery schedule of the out-of-stock materials, we were compelled to seek alternative materials and sources. After an extensive survey for new vendors and new brands throughout KSA, we decided on some readily available materials in the market that met our minimum requirements to maintain continuity of site operations."

The other challenges they faced were to enforce the safety protocols that were alien to both employees and workmen, procure things like disposable masks and infrared thermometers that were either unavailable or being sold at a huge price and due

A native of Kolkata, Kaustov's life partner is Tista, a homemaker, and unsurprisingly, most memorable for him is his wedding day. "I like travelling and exploring new places with friends and family," adding that these days he finds it difficult to take off.

"L&T takes care of its employees and we really understood that during this pandemic," he says with great sincerity. "Our management has always come forward to extend every possible support and that's why I'm proud of this company."

ONE MEGA PROJECT AND ALL HEROES IN THEIR OWN RIGHT

MMH SBG's mega JSW Dolvi project located in Maharashtra's Raigad district had to get back to action on the double but the lack of labour was their biggest stumbling block. The SBG and project leadership put together a task force, with team members placed at various locations mandated to liaise with local subcontractors, identify workmen, convince them that it was safe to return and ensure their safe transit to site. Here are some of the heroes who made it happen.

SHOULDERING MULTIPLE RESPONSIBILITIES IN A CRISIS

Lal Anjne Anurag
Manager (IR), MMH SBG

Although handling IR at his 3MTA Hot Strip Mill for SAIL RSP at Rourkela, Lal Anjne Anurag, stationed at Varanasi is mobilizing workmen for the JSW Dolvi project by arranging transportation and procuring the necessary permissions. "I have to ensure that they board and reach safely at site," he says. "We also clear all the obstacles during their transit especially at state border crossings and answering various queries from state authorities. We have finally succeeded to mobilize the required manpower and achieved our project target." His face is a mix of relief and triumph.

Anurag could not afford to shift his focus from his SAIL project where commissioning activity was at its peak when the first lockdown was enforced. "We had to at least keep essential activities rolling," he remarks. With vehicle movement prohibited, night curfew imposed and with fear spreading, getting personnel to work at site was an uphill struggle. "Despite the adverse situation, we interacted with all the appropriate government departments that deal with workmen issues and made them understand our position and requirements," says Anurag. "We finally successfully mobilized some 50 to 60 essential workforce including our staffs to work, picking them up from their homes and dropping them safely back." Anurag is thankful for his Project Manager, Mr. R Umasathiyar's leadership of the task force and adds that success was because of the team's commitment.

Anurag comes from Ayodhya in Uttar Pradesh. His life partner is Rashmi, a homemaker, and they are blessed with two daughters, Khushi and Anushka. He practices yoga and pranayama when he finds the time for them.

Having already worked at 4 other projects before SAIL, Rourkela, Anurag is proud of L&T for giving everyone equal opportunities to perform and prove their ability that creates security and trust.



SUCCESSFULLY COORDINATING LONG DISTANCE

Abhay Kumar
Manager (IR), MMH SBG

Although stationed at the SAIL project in Bokaro Steel City, Abhay Kumar has been mobilizing labour for the JSW Dolvi site too. "It has been tough convincing subcontractors and workmen to go to site with the rising cases in Maharashtra," he remarks. "Further, with no public rail or road transport in Jharkhand, we had to move workmen first to the nearby states of Bihar and UP and then to Dolvi." Abhay's responsibilities include appointing new subcontractors, coordinating for their conveyance, and conducting meetings to convince people to travel. "We were in constant touch with all the stakeholders. As soon as we received permission to resume site works, we started mobilizing and reached the mandated strength almost immediately," Abhay gives a thumbs up. "We also ensured that every workman was paid by their subcontractors and departments for the lockdown period."

"SAIL is my 6th project with L&T," shares Abhay and recalls with pride the appreciation from his BU Head after completing 20 years with the company.



Hailing from Gaya in Bihar, Abhay is married to Rakhi Prasad, who is self-employed, and they are blessed with two children - Abhinav and Anubhav. His interests are gardening and reading and is proud of being part of a company that is constantly touching and transforming people's lives.



PLANNING TO STAY AHEAD

Rakesh Pandey,

Assistant Construction Manager (Mech), MMH SBG

“Retaining migrant workmen was Rakesh Pandey’s biggest challenge, who after joining L&T in 2011 has worked at the Tata Steel Kalinganagar and HMEL Bathinda refinery projects. “We successfully retained 50% of them despite the state government encouraging them to return to their hometowns and with a thin workforce, we extracted higher productivity by completing modular erections and achieving our immediate milestones of roof rafter beams and monitor trusses,” he shares triumphantly. Since the numbers were few, the team reduced work at heights and resorted to modular erections and Rakesh is delighted that their modular erections are becoming a benchmark for similar upcoming projects.

“Our direct connect with the workmen worked very well,” he shares. Taking their details from the database and discussing directly with the working team. They successfully mobilized about 500 workmen in a very short span of time, attacking various regions. “We specially targeted Patna,” he points out, “where I was stationed for a month.” To face the threat of the oncoming monsoon, there were precise instructions from Project Manager, Mr. T S Murleedharan and Rakesh’s immediate superior, Mr. R J Shenoy, to prepare an action plan to identify areas where the impact of the rains would be more and their planning was spot on again.



Rakesh belongs to the village of Shahpur in Bihar’s Rohtas district. “My wife, Vineeta takes care of my parents and my two children, daughter Laxmi who is 11, and my 7-year-old son, Gunesh at home.” He likes to watch comedy shows and do some activity to entertain others and make life stress-free.

ALWAYS ON THE BALL

Mani Senthilkumar

Assistant Manager (Industrial Relations), MMH SBG

Mani Senthilkumar (or MSK, as he likes to refer to himself) had two issues to solve: to safeguard the health and safety of a large workforce at 4 different locations, “by constantly controlling, inspecting and monitoring for health hazards,” he says and the other to mobilize labour from other states without any government transport facilities. “After safely bringing them to site on specially arranged buses, we had to quarantine them for 14 days providing all the necessary medical and other welfare facilities.” Workmen retention was tough during the days of the lockdown and the team had to constantly motivate and encourage them to stay. “Most importantly, we had to build confidence among the team members through awareness as well as by providing adequate infrastructures to prevent the spread of COVID-19,” he asserts.

MSK attributes their success to some detailed planning prior to the restart of operations, implementing several changes in their work methodologies. “Whatever be the challenge, our Project Director, Mr B P Singh and Project Accountant, Mr Debasish Ghosh stood with us like strong pillars of strength guiding and working tirelessly with us as a team,” shares MSK, “they continuously motivate us, appreciate our good work and have been true inspirations during these testing times.”

MSK is already on to his 5th project since joining L&T in 2008 having worked at the Visakhapatnam Steel Plant, DCPL (JSW) at Dolvi, EGA Tanks in Abu Dhabi and the Sterlite Thothukudi project sites before his present stint at JSW Dolvi.

Hailing from Theni in Tamil Nadu, MSK’s life partner is S Sathiya, a homemaker and they are blessed with two daughters, Kavya and Kousalya. His favourite pastime is preparing traditional foods and nods that he sometimes finds the time for it. He fondly recalls a picnic to Otty and Kodaikanal.



THE PERFECT COORDINATOR

Sunil Kumar Singh

Assistant Manager (Industrial Relations), MMH SBG

Sunil Singh, posted as PF Coordinator for the Jamshedpur PF region, is another member of the special squad mobilizing labour for the Dolvi site, temporarily stationed in Zone-2 area in Patna. His problems are like those of his colleagues – the difficulty to convince workmen to travel to Maharashtra. “We set ourselves weekly targets and put maximum effort to achieve them,” he says.

“We screened more and more workmen with the help of the site engineers and after we helped them board the specially arranged buses, we tracked their transit via GPS to ensure that they safely reached their destination.” Sunil is happy that he has won the appreciation of his Zonal Coordinator and the vendors for his wonderful efforts.

Sunil comes from Jharkhand’s Ahilyapur village, is married to Manju Singh, a homemaker and they are blessed with two children: daughter, Rashmi, and son, Vivek Kumar. While he keeps himself updated reading newspapers and watching news channels, his only passion is work!

SEALED AND DELIVERED!

Animesh Das

Assistant Construction Manager (Civil), MMH SBG

Part of the special squad, Animesh Das is stationed at CSTI, Serampore, "It was my responsibility to boost the morale of the workmen we mobilized, arrange for their transport after procuring all the necessary permissions, ensure that they board the transport arranged by us and reach our site safely following all the SOPs and guideline. We also had to solve any problems they might face in transit at border check-posts, etc." Under the leadership of Mr. Debashish Karmakar (Head HRW) at CSTI-Serampore, Animesh has worked diligently to achieve his objective with the help of digital tools like WISA.

After joining L&T in 2009, Animesh has worked at the two Tata Steel projects at Jamshedpur and Kalinganagar. He hails from the village of Tamluk in the Purba Medinipur district of West Bengal, is married to Gayetri, a homemaker, and they are blessed with a son, Aritra, whose birth is Animesh's most memorable moment. During his free time, he loves to play cricket and football when finds the time to follow his hobbies. "I am proud of L&T for its work culture and internal systems," he shares passionately.



"I LOVE WORKING FOR L&T!"

Sandeep Kumar Tripathi

Assistant Manager (Accounts), MMH SBG

"I love working for L&T," declares Sandeep Tripathi, "our team feels more like a family which has improved my overall performance, and I have become more efficient. In fact, my seniors and team members have supported me very well to achieve my objectives, maintain the SOPs and fight against this pandemic."

Though stationed at the CHP & AHP NTPC Tanda project, Sandeep is mobilizing workmen for the JSW Dolvi project too. "We successfully mobilized approximately 3,900 workmen for both sites from the states of Bihar, Jharkhand, West Bengal and Uttar Pradesh," he shares triumphantly. "3,600 for Dolvi and 300 for Tanda." Sandeep has additional responsibilities of retaining workmen at site, collecting payments from the client, and keeping the staff and workmen safe.

Sandeep brings with him the experience gained at other projects like the Raniganj-Barakar Road, ISPHL Haldia, NTPC Kahalgaon and NTPC Barh before his present posting at Tanda.



He comes from the holy city of Prayagraj, is married to Sadhana, a homemaker, and they have three lovely children – Saumya, Manya and Treyansh. Sandeep loves to sing or read during his free time.

CONGRATULATIONS TO L&T-NXT FOR WINNING TWO PRESTIGIOUS HR AWARDS!



Anantha Sayana, Chief Digital Officer, L&T with the winning HR team of L&T Nxt along with the silverware they won: Bikram K Nayak, Head HR, Sankar Viswanath-Talent Management & C&B Lead and Namita Singh-Talent Acquisition & D&I Lead.



L&T Nxt wins the 'Best Remote Employee Engagement Program during the Pandemic' in the 'Organization' category.

L&T-NxT bagged two prestigious awards at the Human Resource Association of India (HRAI) Awards 2020 winning the 'Best Remote Employee Engagement Program during the Pandemic' in the 'Organization' category while Ms. Namita Singh, Lead Talent Acquisition and D&I, L&T-NxT won the 'Young Professional of the Year Award' in the 'Individual' category recognizing her initiatives in Talent Acquisition, HR Digitization, Branding and Diversity & Inclusion.

Over 300 nominations were received by HRAI for cumulatively 16 awards – 6 in the 'Individual' and 10 in the 'Organization'

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categories from HR professionals and organizations of various domains and industries. L&T-NxT bagged the awards after a challenging evaluation process by an esteemed panel of jury drawn from various sectors.

Ms. Namita Singh, Lead Talent Acquisition and D&I, L&T-NxT won the 'Young Professional of the Year Award' in the 'Individual' category.

A recognized and respected entity for the HR fraternity, HRAI aims to empower people and their workplaces, by hosting subject matter experts to share their knowledge and provide real time, strategic HR solutions and even for other business enabling services.



praise

PRAISE IS A CORPORATE INITIATIVE THAT RECOGNIZES ACHIEVEMENTS, INITIATIVES AND SIGNIFICANT CONTRIBUTIONS BY EMPLOYEES. THE AWARDS WERE PRESENTED TO THE EMPLOYEES AT THEIR RESPECTIVE LOCATIONS.



Sanjay Kumar, Asst. Construction Manager (Mech), Rehab Works at Colombo, WET IC



Nirmal Kumar Pandey, Asst. Supervisor - Survey, Rajkot Smart City Works Project, WET IC



Sanjib Bera, Engineer (Civil), Dholera SIR Project, WET IC



Barath Ramanathan, Sr. Engineer (Civil), Dholera SIR Project, WET IC



Jyoti Prakash Barik, Engineer (Civil), Dhadhusan Redlaxmipura Project, WET IC



R. Mathesh Kumar, Construction Manager (Mech), Coimbatore UGSS Phase-II, WET IC



Arijit Mukherjee, Construction Manager (Civil), Coimbatore 30.54 MLD STP, WET IC



Vasanth V, Asst. Construction Manager (Mech), Coimbatore UGSS Phase-II, WET IC



Mohan Raj Senrayan, Sr. Engineer (Civil), Coimbatore UGSS Phase-II, WET IC



Ashokkumar Chokkalingam, Sr. Engineer (Mech), Coimbatore UGSS Phase-II, WET IC



Saadath Hussain B, Asst. Manager (Civil) - QA&QC, Coimbatore UGSS Phase-II, WET IC



G Vijaya Kumar, Sr. Engineer (Civil), Vellore UGSS, WET IC



Martin Jose Markose, Asst. Manager (Mech), Athikadavu-Avinashi LIS, WET IC



Balaji L, Construction Manager (Mech), Athikadavu-Avinashi LIS, WET IC



Sri Ram B, Sr. Engineer (Mech), Athikadavu-Avinashi LIS, WET IC



Prabhu R, Asst. Manager (Mech) - QA&QC, UAE - AL AIN RWT Project, WET IC



Vishal Pandey, Sr. Engineer (Mech), UAE - Jebel Ali Project, WET IC



Krishna Nutakki, Manager - Accounts, UAE - Jebel Ali Project, WET IC



Navis Princely M - Asst. Manager (P&M), L&T GeoStructure



Tanmay Kumar Saha - Technician - Special Equipment, L&T GeoStructure



Selvakumar S collected the award on behalf of Kesavam M Mechanic, L&T GeoStructure

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Celebrating Long Service

L&T Construction has had a rich tradition of employee longevity. The Company has been built on the strength of long associations that have been regularly recognized and rewarded. This year too, the Long Service Awards were presented at functions held in several locations. The Awards reflect the deep bond that employees share with the Company and presents wonderful examples of the triumph of dedication, commitment and character.



SN Rajan, Head – Quality (L&T GeoStructure), receives his award from Bino Mathew Jose, Head (Human Resource) and T. Srinivasan, Head (Operations), L&T GeoStructure



Ranjan Kumar Sahoo, Deputy General Manager (Systems) receives his award from Sekar AL, Sr. Vice President – Special Projects, Anbalagan R, Executive Vice President & Head - Hydrel, Tunnels, Nuclear and Special Bridges SBG, Verma KSRK, Construction Director



Sumir Dhar, Deputy General Manager (Civil) receives his award from Sekar AL, Anbalagan R, Vivek Narayan Vithal Gokhale, Project Director - P1 Project



Sunil Kumar Suman, Sr. Construction Manager (Mech) receives his award from Sekar AL, Anbalagan R, Vivek Narayan Vithal Gokhale



Ranjit Mondal, Supervisor (P&M) receives his award from Mr. Anbalagan R, Vivek Narayan Vithal Gokhale, Verma KSRK



Kajal De, Sr. Construction Manager (Civil) receives his award from Narinder Kumar Puri, Head - Defence, Raj Kumar, Sr. Construction Manager (Civil)



Anantha Sayana, Chief Digital Officer, L&T, receives his award from S.N. Subrahmanyam, Chief Executive Officer & Managing Director, Larsen & Toubro



R Murali, Head Cluster I, ASEAN BU (PT&D IC), receives his award from Mr. Jones Gabriel S Ponudorai, Vice President & Head ASEAN, PT&D IC



Vijay Kumar, Deputy General Manager (Mines) receives his award from Anbalagan R, Vivek Narayan Vithal Gokhale, Verma KSRK



Holey Ashok Nagorao, Deputy General Manager (Civil) receives his award from Afzal Hossain Khan, TFL Head - Mumbai Metro (Package UG01 & UG07)

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Buildings & Factories IC



July

Anxiety Management - Online program on the importance of Positive Thinking & Self-Motivation during difficult times on July 4th, 2020; Participants: 28; Faculty (Int.): Mr. TK Prem kumar

Anxiety Management – Online program on the importance of Positive Thinking & Self-Motivation during difficult times for NEIGRIHMS Shillong on July 8th, 2020; Participants: 28; Faculty (Int.): Mr. TK Prem kumar

Anxiety Management – Online program on the importance of Positive Thinking & Self-Motivation during difficult times for Tata Cancer Care Hospital – Guwahati on July 9th, 2020; Participants: 26; Faculty (Int.): Mr. TK Prem kumar

EHS -Professional Development Program (EHS - PDP) on 10th July 2020; Participants: 19; Faculty (Int.): Vijay Venkatesh NR; Faculty Coordinator: Ms. Yamini. S

Anxiety Management, – Online program the importance of Positive Thinking & Self-Motivation during difficult times for WBMC Raiganj on July 13th, 2020; Participants: 30; Faculty (Int.): Mr. TK Prem Kumar

Roles & Responsibilities of DQC & SQC Online program on 14th July, 2020, Participants:50, Faculty (Int) – Mr. K M Karthikeyan

Change Management Online Program on behavioral aspects for all staffs of CNCL/HYCL, on 15th July, 2020, Participants: 30, Faculty (INT): Mr. T. K. Premkumar.

Change Management Online Program on behavioral aspects for all staffs of CNCL/HYCL, on 18th July, 2020, Participants: 34, Faculty (INT): Mr. T. K. Premkumar.

Change Management Online Program on behavioral aspects,

August

Webinar on “An Awareness Session on Safety App Usage and Dashboard - Focused EHS drive on “Return to Work” at HIAL Project on Aug 05, 2020 (half day); Participants: 127; Faculty (Int.): Mr. Appireddy Srinivasareddy.

DESI – Online Program at Prestige Jindal City Project, Bangalore on Aug 10, 2020; Participants: 20; Faculty(Int.): Mr. TK Premkumar

Anxiety Management – Online Program on Importance of Positive

Thinking & Self-Motivation during difficult times for all staffs of CNCL/HYCL, on 21st July, 2020, Participants: 27, Faculty (INT): Mr. T. K. Premkumar.

Anxiety Management – Online program on the importance of Positive Thinking & Self-Motivation during difficult times for Tata Cancer Care Hospital – Barpeta on July 23rd, 2020; Participants: 43; Faculty (Int.): Mr. TK Prem kumar

Change Management Online Program on behavioral aspects for all staffs of CNCL/HYCL, on 24th July, 2020, Participants: 13, Faculty (INT): Mr. T. K. Premkumar.

Online Program on EIP PLAN at Bangalore on July 24, 2020; Participants: 8; Faculty (Int.): Ms. Velvizhi

DESI - Online Training Program at Prestige Jindal City Project, Bangalore on July 27, 2020; Participants: 29; Faculty(Int.): Mr. TK Premkumar

Change Management Online Program on behavioral aspects, for all staffs of CNCL/HYCL, on 28th July, 2020, Participants: 27, Faculty (INT): Mr. T. K. Premkumar.

BIM 360 Online Program for Chennai Airport Ph II site Staff during 27th & 28th July 2020, Participants: 19, Faculty (INT): Mr. Kishore kumar Dasam and Ms. Saranya of HQ BIM Team

DESI – Online Program at Prestige Jindal City Project, Bangalore on July 29, 2020; Participants: 20; Faculty(Int.): Mr. TK Premkumar

DESI – Online Program at Prestige Jindal City Project, Bangalore on July 30, 2020; Participants: 20; Faculty(Int.): Mr. TK Premkumar

Change Management Online Program on behavioral aspects for all staffs of CNCL/HYCL, on 31st July, 2020, Participants: 18, Faculty (INT): Mr. T. K. Premkumar.

Thinking & Self-Motivation during difficult times for Tata Cancer Care Hospital Project-Tezpur on Aug 13th, 2020 Participant: 14; Faculty (Int.): Mr. TK Prem Kumar

EHS Drive Refresher Training Program at Bangalore on Aug 14, 2020; Participants: 27; Faculty(Int.): Mr. Rajesh Kumar M

Anxiety Management – Online Program on Importance of Positive Thinking & Self-Motivation during difficult times for Tata

Cancer Care Hospital Project-Kokrajhar on August 17th, 2020 Participant: 14; Faculty (Int.): Mr. TK Prem Kumar

Block Work design and connections (for non in fill wall in case of seismic design) online program on 19th August, 2020, Participants:46, Faculty (Int) – Mr. Vivekanandan R

Anxiety Management – Online Program on Importance of Positive Thinking & Self-Motivation during difficult times for Tata Cancer Care Hospital Project-Barpeta on August 21st 2020 Participant: 15; Faculty (Int.): Mr. TK Prem Kumar

Base isolation using Triple Pendulum isolators & its implementation in ACCF Hospital, Assam – Module 1- Online program on 21st August, 2020, Participants: 55, Faculty (Int) - Dr. S. Justin, Ms. Amutha R & Mr. Debashish Padhy.

Finishes Specialist Development Program (FSDP) on 21st August 2020; Participants: 32; Faculty Coordinator: Ms. Yamini. S

Trainees Orientation 2020 at HQ Chennai during August 24 - 03 September, 2020; Participants: 118; Faculty (Int.): Nachiappan. M, Hema Chandrasekaran, A. Muthu; Sakthivel.G, R. Ramu, M. Venkatapoorndanda Kumar, T.K. Premkumar, Madhu Anand, L.S. Kannan C. Prasad, Raveendran.J, Vishnuvardhan Gudluru, V. Dasarathan, Surya Prakash.K, Hariharan.J, K.P. Girish Kumar, Vijay Venkatesh NR, V. Swaminathan, Yamini S, Vijayaraghavan S, Mahalakshmi S, Jai Karthik R

September

DESI - Site Intervention Online program for IIT Hyderabad site Staff on 02nd September 2020, Participants: 21, Faculty (INT): Mr. T.K. Premkumar

Human comfort check for tower & stadium online program on 02-Sep-20, Participants: 83, Faculty (Int) – Ms. Santhosh Kumar and Mr. Venkatesh Kumar M

Online Program on Introduction, Connectors & Types on 04 September-20, Participants: 50, Faculty (Int) – Mr. Rathinavel S

Online Program on MSP for Planning Engineers on MS Teams on 05-12th September, 2020; Participant: 21; Faculty Coordinator: Ms. Moumika Roy

Online Program on Cracked section & modelling on 9-September, 2020, Participant: 31, Faculty (Int) – Mr. ESWARAN R

CFD simulation – online program in Data Centre Design on 11-September-2020, Participants: 32, Faculty (Int) - Dr Munirajulu. M.

DESI – Online Program at Prestige Finsbury Park, Bangalore on September 15, 2020; Participants: 13; Faculty(Int.): Mr. TK Premkumar

EDMS Refresher online Programme on September 16, 2020, Participants: 77, Faculty (Int) – Mr. K M Karthikeyan

EHS - Professional Development Program (EHS - PDP) on 24th August 2020; Participants: 19; Faculty (Int.): R.Shankar Narayanan; Faculty Coordinator: Ms. Yamini. S

DESI - Site Intervention online program for IIT Hyderabad site Staff on 24th August 2020, Participants: 20, Faculty (INT): Mr. T.K. Premkumar

DESI - Site Intervention Online program for IIT Hyderabad site Staff on 26th August 2020, Participants: 19, Faculty (INT): Mr. T.K. Premkumar

Comparison of ductile detailing of Structural Elements - Online program on 26th August, 2020, Participants: 74, Faculty (Int) – Mr. Saravanan M.

DESI - Site Intervention Online program for IIT Hyderabad site Staff on 27th August 2020, Participants: 18, Faculty (INT): Mr. T.K. Premkumar

DESI - Site Intervention Online program for IIT Hyderabad site Staff on 28th August 2020, Participants: 23, Faculty (INT): Mr. T.K. Premkumar

Base isolation using Triple Pendulum isolators & its implementation in ACCF Hospital, Assam – Module 2 Online program on 28-August-20, Participants: 55, Faculty (Int) - Dr. S. Justin.

DESI - Online Program at Prestige Finsbury Park, Bangalore on September 17, 2020; Participants: 16; Faculty (Int.): Mr. TK Premkumar

DESI - Online Program at Prestige Finsbury Park, Bangalore on September 18, 2020; Participants: 15; Faculty (Int.): Mr. TK Premkumar

ITP Grooming - Online Session on September 21st 2020; Participant: 11; Faculty (Int.): Mr. Dhruvajyoti Majumdar & Ms. Moumika Roy

Cluster Orientation program for new joiners on MS Teams on September 22nd 2020; Participant: 15; Faculty Coordinator: Ms. Moumika Roy

Basic of Tekla Online program during September 23, 2020, Participants: 21, Faculty (Int) – Mr. Hardik Patel & Ms. Remya.

Webinar on “Standard Operating Procedures (SOPs)” at HIAL Project on Sep 26, 2020; Participants: 75; Faculty (Int.): Mr. Appireddy Srinivasareddy.

EHS -Professional Development Program (EHS - PDP) on 24th August & 26th September 2020; Participants: 19; Faculty (Ext.): M. Kamarajan; Faculty Coordinator: Ms. Yamini. S

Online Program on Geometrical Requirement & Capacity of Connections as per IS 800; Design Aspects of a Connection during 30-Sep-20, Participants : 57, Faculty (Int)- Mr. Rathinavel

Heavy Civil Infrastructure IC



July to September 2020 (Q2- Key programs in HC IC)

Contract Management and Delay Analysis programs are executed for T-3 project manager. This is one of the challenging areas of project managers capability. 15-staff from Tier 3 cadre participated in this six-day module.

Online Train The Trainer- with an objective to enhance facilitation skills TTT program led by external faculty was executed. This was a 3-day online training program, attended by 15 internal faculty from Tier 1 & 2. The training was effective and action plan was made for all participants after training.

Construction productivity - As an organization wide initiative, the objective of this programs was to create an awareness among technical staff about construction productivity and enabling them to implement productivity tools at project sites. Three programs held 200 staffs are trained. Program was delivered by IPM faculty and it was very effective.

CMPC led training initiatives - HCI CMPC team delivered various training programs like Bridge Launching techniques, bridge Precasting techniques, well foundation techniques, foundation and piling techniques and formwork techniques, heavy lift, and modular construction. The program focus was on to create awareness about construction methods, work procedures, techniques followed and to adopt, and challenges like Safety and Quality while working at execution. The programs are attended by 400 staff across various project sites from BU's.

EHS Led Initiative - Behaviour Based Safety was launched as Online Module with an objective to find the best ways to prevent unsafe

incidents / accidents from repeating based on behaviour-based safety (BBS), which examines the overall safety of workplace with the help of monitoring daily behaviours at workplace. Close to 100+ staff across sites have participated in Q2, to understand accident causation, key components of behavioural based program, organisational safety culture.

Tunnelling Excellence Academy (TEA), Kanchipuram launched Webinars in Q2 for staff from Metro, Hydrel, Defence, with a focus to understand and appreciate various technical aspects of tunnelling. Webinar Topics focussed are:

Comparison of TBM suppliers when choosing TBM for specific projects
Earth Pressure Balancing TBM
Grouting Techniques and Materials used in Tunnelling
Shotcrete Materials Testing Best Practise Quality Safety Standards
Slurry Treatment Process, Applications, Drilling Mud Mix Designs
Types of Tunnel Boring Machines Used in Different Geological Conditions
Hyperbaric & Difficult head entry procedures
Hard Rock Gripper TBM
Tunnel Boring Machine System Analysis
Types of TBM – Hyper baric Working in Compressed Air

Trainees Engagement & Development Centre (TEDC-Q2)

VIRTUAL CONVOCATION GET -2019 BATCH

On July 10th,2020 the 2019 GET convocation ceremony was conducted through an online platform with more than 250 staff participating, including 78 GETs from previous year.

Addressed by Mr. T Krishna (Hydel & Tunnels BU Head) and Mr. Barttanu Kumar Das (Head HR), the event gained a lot of appreciation. Our sincere thanks to all senior's IC head, business leaders and mentors for their huge support.

The Toppers of the batch were awarded, and an excellent cultural program was on show by the outgoing batch. The event was attended by SMTs, other senior managers, Project Directors, GET mentors and trainers.

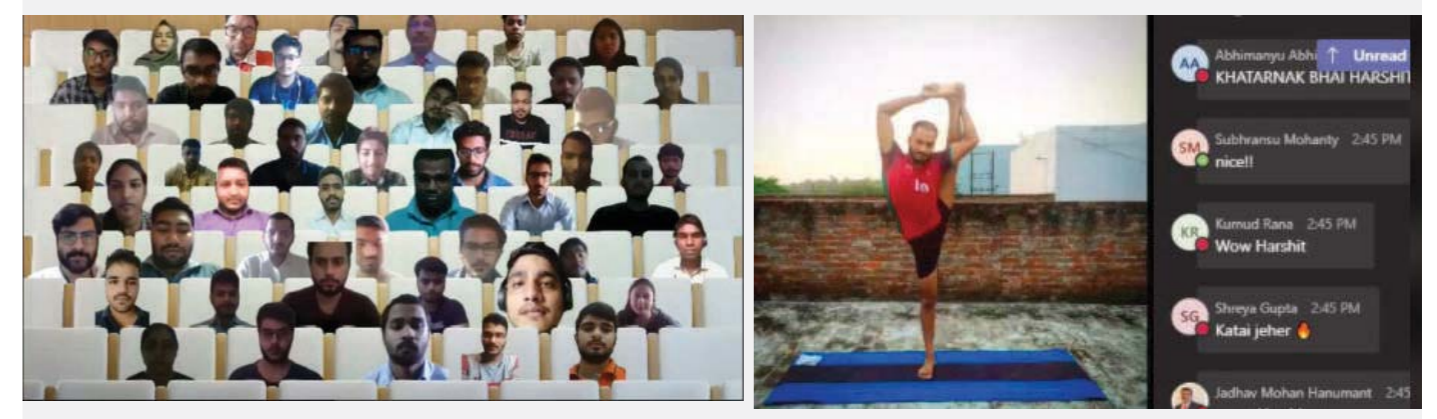


TRAINEES – 2020 BATCH

HCI IC Campus recruited & on-boarded a total of 131 Graduate Engineer Trainees (GETs) and 46 Post Graduate Engineer Trainees (PGETs) in the FY 2020 – 2021. All the GETs & PGETs were Inducted on the Business Units of HCI IC, EDRC, Project Site, EHS, Quality Management & HR Systems for about 4 days and oriented on Campus to Corporate program for 3 days. **The 7-day Induction program ended on a high note with the GETs & PGETs displaying their talents (Dance, Song, Poem, Fine Arts) virtually.** The highlight of the talent show was an engagement activity where the trainees poured their heart of gratitude to their parents and thanked them whole heartedly in the chat box. Every spectator was spell bound, reading their note of gratitude.

Prior to formal on-boarding of the trainees, a pre-joining engagement of 4 days was scheduled to engage, encourage and address trainees on their queries, pertaining to their joining and reporting to work locations.

Soon after the business orientation, the **PGET – EDRC Induction was facilitated for 13 days (with 25+ modules)** online to orient the PGETs on various segments within EDRC, various projects, its design, codes, standards, construction methods, techniques. At the end of the program, the trainees presented back their learning and inferences to the Head of EDRC.

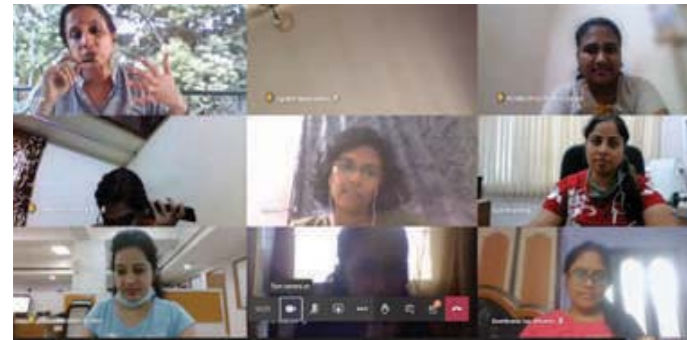


SPECIAL LEADERSHIP PROGRAM- GEARING UP FOR POST COVID TIMES:

1. The training and development team designed a leadership program - competencies that are relevant to manage business and projects post pandemic challenges.
2. All senior leaders of projects from Special Bridges, Hydrel & Tunnel, Ports & Harbours, and Metros attended this programme.
3. 5 batches of program with more than 90 participants attended this program.



SPECIAL WOMEN FOCUS PROGRAMS-POSH



4. With an objective of creating a respectful and harassment free workplace, 5 batches of Awareness programs on Prevention of Sexual Harassment (POSH) were conducted every Saturday
5. More than 125 female staff participated in this program wherein POSH related issues were discussed and awareness on legal provisions of the POSH act were communicated.

July

One Batch, batch with 4 modules Online -Leadership Module on-I-LEAD - Module 1 - Resilient Leadership (One Module with one session-2hrs.)-staff-169 on 01-04 July, 14-17 July

One Batch, Online-Technical Module on-Tech-Construction Methods (One Module with one session-2) -staff-13 on July 03

Two Batches, Online-Behavioural Module on-Stress Management (One Module with Two sessions-2) - staff-35 on 03-04 July, July 30 & 31

One Batch, Online-Behavioural Module on-Prevention Of Sexual Harassment (POSH) (One Module with one session-1)-staff-33 on July 04

One batch, Online -Technical Module on-Quantity Estimation (One Module with one session-3)-staff-22 on July 04

Three Batches, Online-Functional Module on-EHS Leadership (One Module with one session-2)-staff-67 on July 04,23,28

One Batch, Online-Behavioural Module on-Building Confidence (One Module with three sessions-2)-staff-25 on 06-08 July

One Batch, Online -Technical Module on-Tech-Piling Techniques (One Module with one session-2)-staff-50 on July 07

Two Batches, Online -Behavioural Module on-EPMS - Connect and Manage Conflict (One Module with one session-2)-staff-33 on July 07 & 21

Two Batches, Online -Behavioural Module on-EPMS - Motivate and Encourage (One Module with one session-2)-staff-37 on July 08 & 22

Two Batches, Online -Behavioural Module on-EPMS - Develop and Delegate (One Module with one session-2)-staff-25 on July 09 & 28

Two Batches, Online -Technical Module on-Tech - Construction Productivity (One Module with one session-5)-staff-56 on 08 & 09 July

Two Batches, Online -Behavioural Module on-Impactful Communication (One Module with three sessions-1.5)-staff-33 on 08-10 Jul, 14-16 July

One Batch, Online -Behavioural Module on-Creativity and Innovation (One Module with Two sessions-2) -staff-12 on 09 & 10 July

One batch, Online -Functional Module on-Specific -Process Excellence (One Module with one session-6.5)-staff-12 on 09 & 10 July

Two Batches, Online -Functional Module on-EHS - Environment Management at Site Awareness Course (One Module with one session-2.5)-staff-52 on 09 & 23 July

One Batch, Online -Behavioural Module on-Team Building (One Module with three sessions-2)-staff-24 on 09-11 July

Full day Online -Technical Module on-Quality-ISO 9001:2015 (One Module with Two sessions-8)-staff- on 10 & 11 July

One Batch, Online -Functional Module on-Advanced Excel (One Module with Four sessions-3)-staff-26 on 10-14 July

One Batch, Online -Technical Module on-Basic Construction Skills (One Module with one session-3)-staff-17 on July 11

Three Batches, Online -Functional Module on-EHS - Occupational Health Management awareness course (One Module with one session-2)-staff-78 on July 11,13,22

One Batch, Online -Technical Module on-Concrete-Concrete Making Materials (One Module with one session-2)-staff-30 on July 13

One Batch, Online -Behavioural Module on-Influencing. Communication + Connect (One Module with three sessions-2) - staff-47 on 13-15 July

One Batch, Online -Behavioural Module on-Analytical Thinking (One Module with three sessions-1.5)-staff-80 on 13-17July

Two Batches, Online -Functional Module on-EHS Risk Management (One Module with one session-2)-staff-54 on July 14,31

One Batch, Online -Behavioural Module on-Time Management (One Module with Two sessions-2)-staff-13 on 15 & 16 July

One Batch, Online -Technical Module on-Foundation & piling techniques (One Module with one session-2)-staff-71 on July 15

Two Batches, Online -Technical Module on-Tech - Formwork Techniques (One Module with one session-2)-staff-61 on July 17 & 28

TEA Webinar Online -Technical Module on-TEA Webinar Series 01 | Types of Tunnel Boring Machines Used in Different Geological Conditions (One Module with one session-3)-staff- on July 18

One Batch, Online -Technical Module on-Tech - Accepted Cost Estimation Preparation (One Module with one session-2)-staff-48 on July 18

Two Batches, Online -Behavioural Module on-Achievement Oreintation (One Module with three sessions-2)-staff-63 on 20-22 Jul, 27-29 July

One Batch, Online -Functional Module on-Project Risk analysis (One Module with one session-2)-staff-34 on July 21

One Batch, Online -Behavioural Module on-Critical Thinking skills

August

One Batch, Online -Functional Module on-EHS Leadership (One Module with one session-2 Hours per session)-staff-15 on Aug 01

TEA Webinar Online -Technical Module on-TEA-Grouting Techniques and Materials used in Tunnelling(One Module with one session-3Hours per session)-staff- on Aug 01

One Batch, Online -Technical Module on-Bridge launching techniques (One Module with one session-2.5Hours per session)-staff-74 on Aug 03

One Batch, Online -Functional Module on-EHS - Occupational

(One Module with three sessions-2)-staff-40 on 21-14 July

Two Batches, Online -Behavioural Module on-Business Writing (One Module with three sessions-1.5)-staff-66 on 22-24 July, 27-29 July

One Batch, Online -Technical Module on-Formwork - Formwork Productivity (One Module with one session-2)-staff-32 on July 22

One Batch, Online -Technical Module on-Tech - Special techniques for marine bridge foundation construction (One Module with one session-2)-staff-30 on July 23

One Batch, Online -Technical Module on-Concrete-Transportation, Placing and Finishing (One Module with one session-1.5)-staff-37 on July 23

TEA Webinar Online -Technical Module on-TEA-Hyperbaric & Difficult head entry procedures (One Module with one session-2.5)-staff- on July 25

One Batch, Online -Technical Module on-Tech - Stone Placing (One Module with one session-3)-staff-58 on July 28

One Batch, Online -Technical Module on-BBS-Making of Barbending Schedule (One Module with one session-1.5)-staff-37 on July 29

One Batch, Online -Behavioural Module on-PEAK PRODUCTIVITY PRACTICES (One Module with one session-1.5)-staff-148 on July 29

One Batch, Online -Technical Module on-Tech - Foundation & piling techniques (One Module with one session-2)-staff- on July 29

One batch, Online -Technical Module on-Rebar-Fabrication of Reinforcement bar and Fixing (One Module with one session-2) -staff-33 on July 30

One Batch, Online -Technical Module on-Tech - Marine Construction (One Module with one session-2)-staff-24 on July 30

One Batch, Online -Functional Module on-Tech - Project Risk Management (One Module with one session-3)-staff-46 on July 30

One Batch, Online -Technical Module on-Tech-Approach to Project Planning (One Module with one session-2)-staff-52 on July 31

Health Management awareness course(One Module with one session-2Hours per session)-staff-38 on August 03

Two Batches, Online -Behavioural Module on-Resilience Leadership (One Module with Two sessions-2Hours per session)-staff-27 on 03-04 August, 10-11August

Two Batches, Online -Behavioural Module on-Achievement Oreintation (One Module with three sessions-2Hours per session)-staff-45 on 03-05 August, 18-21 aug03-05 Aug, 18-21 Augustt

One Batch, Online -Functional Module on-EHS Risk Management

(One Module with one session-2 Hours per session)-staff-23 on August 04

One Batch, batch with 4 modules Online -Leadership Module on-I-LEAD - Module 1 - Resilient Leadership (One Module with one session-2 Hours per session)-staff-130 on 4-7th August and 18-21st August

Full day Online -Technical Module on-Tech-Scaffold Competence & Inspection Training (One Module with Four sessions-)-staff- on 04 -07 August

Two Batches, Online -Functional Module on-Value Engineering (One Module with Two sessions-3)-staff-28 on 05-06 August, 18-19 August

One Batch, Online -Behavioural Module on-Drive for Results (One Module with Two sessions-2 Hours per session)-staff-10 on 05-August -20 to 06-August-20

One Batch, Online -Technical Module on-Concrete Mixed Design (One Module with one session-2 Hours per session)-staff-53 on August 05

One Batch, Online -Technical Module on-Bridge precasting techniques (One Module with one session-2 Hours per session)-staff-80 on August 07

TEA Webinar Online -Technical Module on-TEA-Slurry Treatment Process, Applications, Drilling Mud Mix Designs (One Module with one session-2.5 Hours per session)-staff- on August 08

One Batch, Online -Engagement Modules for Trainees -Hi Five - HR Connect (One Module with one session-1Hours per session)-staff-117 on August 10

One Batch, Online -Engagement Modules for Trainees -Hi Five - Ice breaker & Welcome to HCI IC(One Module with one session-1.5Hours per session)-staff-117 on August 10

Two Batches, Online -Behavioural Module on-Inner Calmness for Outer Challenges (One Module with one session-1.5Hours per session)-staff-176 on August 10 & 20

One Batch, Online -Behavioural Module on-EPMS - Connect and Manage Conflict (One Module with one session-2Hours per session)-staff-144 on 11-13 August, 25-27 Aug

One Batch, Online -Behavioural Module on-Stress Management (One Module with Two sessions-2Hours per session)-staff-23 on 12 & 13 August

One Batch, Online -Technical Module on-Embedded Retaining Structures (One Module with one session-2Hours per session)-staff-43 on August 12

One Batch, Online -Engagement Modules for Trainees -Hi Five - Safety during Covid (One Module with one session-1Hours per session)-staff-106 on August 12

One Batch, Online -Engagement Modules for Trainees -Hi Five -

The confident approach(One Module with one session-1Hours per session)-staff-95 on August 13

One Batch, Online -Technical Module on-Tech-Precasting Set up & Segmental Construction(One Module with one session-2Hours per session)-staff-53 on August 13

One Batch, Online -Functional Module on-Environment Management at Site Awareness Course(One Module with one session-2Hours per session)-staff-35 on August 14

One Batch, Online -Engagement Modules for Trainees -Hi Five - Life at project Sites(One Module with one session-2Hours per session)-staff-138 on August 14

TEA Webinar Online -Technical Module on-TEA-Shotcrete Materials Testing Best Practise Quality Safety Standards (One Module with one session-2.5 Hours per session)-staff- on August 14

One Batch, Online -Functional Module on-IMS refresher program for EHS personnel (One Module with one session-2 Hours per session)-staff-46 on August 17

One Batch, Online -Technical Module on-Rebar-Barbending Schedule and Preparation (One Module with one session-1.5 Hours per session)-staff-8 on August 17

Two Batches, Online -Behavioural Module on-Influencing. Communication + Connect (One Module with three sessions-2 Hours per session)-staff-93 on 17-19 August, 24-26 August

Two Batches, Online -Behavioural Module on-Business writing (One Module with three sessions-1.5 Hours per session)-staff-52 on 17-19 August, 25-27 August

Two Batches, Online -Functional Module on-Advanced Excel (One Module with Four sessions-3 Hours per session)-staff-84 on 18-21 August & 29 August

One Batch, Online -Behavioural Module on-Customer Centricity (One Module with Two sessions-2 Hours per session)-staff-15 on 18-August-20 to 19-August-20

Full day Online -Technical Module on-Quality-ISO 9001:2015 (One Module with Two sessions-8 Hours per session)-staff- on 20 & 21 August

One Batch, Online -Behavioural Module on-Critical Thinking Skills (One Module with Two sessions-2 Hours per session)-staff-23 on 20-August-20 to 21-August-20

One Batch, Online -Functional Module on-Behaviour Based Safety Training (One Module with one session-4.5 Hours per session)-staff-45 on August 20

One Batch, Online -Trainee Induction - Welcome & HR Orientation (One Module with one session-5)-staff-170 on August 20

One Batch, batch with Two Batches, modules Online -Technical Module on-PMC-Contract Management-M01 (One Module with one session-2 Hours per session)-staff-37 on August 21

TEA Webinar Online -Technical Module on-TEA-Earth Pressure Balancing TBM (One Module with one session-2 Hours per session)-staff- on August 21

One Batch, Online -Trainee Induction - Business Overview (One Module with one session-5)-staff-161 on August 21

One Batch, Online -Technical Module on-Well Foundation Construction techniques -Spl Bridges (One Module with one session-2)-staff-63 on August 21

One Batch, Online -Behavioural Module on-Townhall for EDRC - Women (One Module with one session-1)-staff-61 on August 22

One Batch, Online -Behavioural Module on-Townhall for EDRC (One Module with one session-1.5)-staff-341 on August 24

One Batch, Online -Trainee Induction - Functional Overview (One Module with one session-5)-staff-150 on August 24

One Batch, Online -Behavioural Module on-PEAK PRODUCTIVITY PRACTICES (One Module with one session-1.8 Hours per session)-staff-179 on August 25'

One Batch, Online -Trainee Induction - HR / Cluster / TFL / Orientation (One Module with one session-5)-staff-156 on August 25'

One Batch, Online -Technical Module on-Accepted Cost Estimate (One Module with one session-2 Hours per session)-staff-129 on August 26

TEA Webinar Online -Technical Module on-Tech - Construction

September

Four batches, Online -Behavioural Module on-Achievement Oreintation (One Module with three sessions-2)-staff-125 on 31 August - 2, 7 & 8, 15-17 & 28-30 September

One Batch, Online -Technical Module on-Accepted Cost Estimate (One Module with one session-2)-staff-51 on September 02

One Batch, Online -Technical Module on-Tech-Precasting Set up & Segmental Construction (One Module with one session-2)-staff-30 on September 02

Three Batches, Online -Behavioural Module on-Resilience Leadership (One Module with Two sessions-2)-staff-42 on 02-03, 09-10 & 30 September - 01 October

One Batch, Online -Technical Module on-Formwork-Formwork Design (One Module with one session-2)-staff-34 on September 03

One Batch, Online -Leadership Module on-Building Tomorrows Leader (One Module with Two sessions-2)-staff-51 on 04 & 05 September

One Batch, Online -Technical Module on-Project Cost Monitoring & Control (One Module with one session-2.5)-staff-123 on September 05

Productivity (One Module with one session-2 Hours per session)-staff- on August 26

One Batch, Online -Trainee Induction -Campus to Corporate(One Module with three sessions-5)-staff-158 on 26-28 August, 2020

One Batch, Online -Technical Module on-PMC-Essentials of Financial Aspects in Projects (One Module with one session-3 Hours per session)-staff-17 on August 27

One Batch, Online -Functional Module on-Familiarization Programme (One Module with Four sessions-1Hours per session)-staff-20 on 27-31 August, 2020

One Batch, Online -Behavioural Module on-COVID-19 Awareness on Workplace Health and Safety (One Module with one session-1.5 Hours per session)-staff-201 on August 28

TEA Webinar Online -Technical Module on-TEA - Comparison of TBM suppliers when choosing TBM for specific projects (One Module with one session-2 Hours per session)-August 17staff- on August 29

One Batch, Online -Behavioural Module on-Creativity and Innovation (One Module with Two sessions-2Hours per session)-staff-18 on 28-29 August, 2020

One Batch, Online -Behavioural Module on-Effective decision making (One Module with Two sessions-2 Hours per session)-staff-33 on 28-29-August-2020

One Batch, Online -Technical Module on-Job Cost Report (One Module with one session-1.5 Hours per session)-staff-99 on August 31

TEA Webinar Online -Technical Module on-TEA-Hard Rock Gripper TBM (One Module with one session-2)-staff- on September 05

One Batch, Online -Initiative for Trainees -Buddy Orientation (One Module with one session-1)-staff-207 on September 07

One Batch, Online -Technical Module on-Job Cost Report (One Module with one session-2)-staff-78 on September 07

One Batch, Online -Technical Module for PGETs on-EDRC Orientation for PGET in EDRC across all their segments (27 Sessions-2.5)-staff-30 on 07 to 24 September

One Batch, batch with 4 modules Online -Leadership Module on-I-LEAD - Module 1 - Resilient Leadership (One Module with one session-2)-staff-25 on September 08

Four batches, Online -Technical Module on-Advanced Excel (One Module with one session-4)-staff-74 on 08-10, 10-11, 17-19 & 29-30 September

Full day Online -Technical Module on-Tech-Primavera P6 (One Module with Ten sessions-)-staff- on 08-20, 18- September-20

One Batch, Online -Technical Module on-Tech-Rigging application for ensuring safe material handling (One Module with one session-2)-staff-40 on September 09

One Batch, Online -Technical Module on-TEA-Tunnel Safety (One Module with one session-9)-staff-5 on 09-12 September

Two Batches, Online -Functional Module on-EHS-Behaviour Based Safety (One Module with one session-2)-staff-73 on September 10 & 22

Two Batches, Online -Behavioural Module on-Inner Calmness for Outer Challenges (One Module with one session-2)-staff-324 on 11 & 25 September

Full day Online -Technical Module on-ISO 900:2015 Awareness (One Module with one session-3)-staff- 48 on September 11

One Batch, Online -Technical Module on-Marine Construction (One Module with one session-2)-staff-35 on September 12

TEA Webinar Online -Technical Module on-TEA-Types of TBM – Hyberbaric Working in Compressed Air (One Module with one session-2)-staff- on September 12

One Batch, batch with 4 modules Online -Technical Module on-PMC-Delay Analysis-Module 01 (One Module with one session-2)-staff-16 on September 12, 18, 19 & 26

One Batch, Online -Leadership Module on-Driving and Dealing with Change (One Module with three sessions-2)-staff-39 on 14-18 September

One Batch, batch with 3 modules Online -Behavioural Module on-EPMS - Connect and Manage Conflict (One Module with one session-2)-staff-25 on 15-17 September

Two Batches, Online -Behavioural Module on-Business Writing (One Module with three sessions-2)-staff-75 on 15-17, 21-23 September

One Batch, Online -Behavioural Module on-Drive for Results (One Module with Two sessions-2)-staff-12 on 16 & 17 September

One Batch, Online -Technical Module on-Tech-Dewatering and shoring (One Module with one session-2)-staff-38 on September 16

Three Batches, Online -Behavioural Module on-Crisis Leadership (One Module with Two sessions-2)-staff- on 16 & 19, 18 & 19 & 21 - 22 September

Two Batches, Online -Functional Module on-Train The Trainer (One Module with three sessions-3)-staff-24 on 16-19, 28-30 September

Full day Online -Functional Module on-EHS-IOSH Managing Safely (One Module with Six sessions-4)-staff- on 16-22 September

One Batch, Online -Behavioural Module on-Emotional Intelligence (One Module with Two sessions-2)-staff-20 on 18 & 28 September

One Batch, Online -Technical Module on-Tech-Engineering Drawing (One Module with one session-2)-staff-34 on September 18

One Batch, Online -Technical Module on-Tech-Subcontract management (One Module with one session-2)-staff-40 on September 18

One Batch, Online -Technical Module on-Project Cashflow management and liquidity (One Module with one session-2.5)-staff-70 on September 19

One Batch, Online -Behavioural Module on-Influencing: Communication + Connect (One Module with three sessions-2)-staff-29 on 21-23 September, 2020

One Batch, Online -Behavioural Module on-Effective Decision Making (One Module with Two sessions-2)-staff-26 on 21 & 22 September

One Batch, Online -Technical Module on-Tech-Cube Testing and Acceptance Criteria (One Module with one session-2)-staff-20 on September 23

One Batch, Online -Behavioural Module on-Stress Management (One Module with Two sessions-2)-staff-18 on 23 & 24 September

Three Batches, Online -Technical Module for Trainees on-Plant & Machinery (One Module with one session-2.5)-staff- on 23-25 September, 2020

Three Batches, Online -Technical Module for Trainees on-Concrete Technology (One Module with Two sessions-2)-staff-125 on 23-25 September, 2020

One Batch, Online -Technical Module on-Tech-Prestressing (One Module with one session-2.5)-staff-30 on September 24

One Batch, Online -Functional Module on-EHS-Awareness on Safety in Blast Operations (One Module with one session-2)-staff-44 on 25th September, 2020

One Batch, Online -Technical Module on-Tech-Heavy lifting & Modular construction (One Module with one session-2)-staff-34 on September 25

TEA Webinar Online -Technical Module on-TEA-Tunnel Boring Machine System Analysis (One Module with one session-2)-staff- on September 26

One Batch, Online -Behavioural Module on-Change Management (One Module with Two sessions-2)-staff-16 on 28 & 29 September

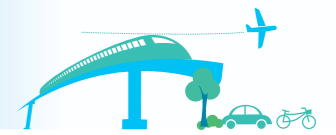
One Batch, Online -Technical Module on-Tech-Project Management (One Module with three sessions-3)-staff-14 on 28-30 September, 2020

One Batch, Online -Functional Module on-EHS-Accident Investigation (One Module with one session-3)-staff-28 on September 29

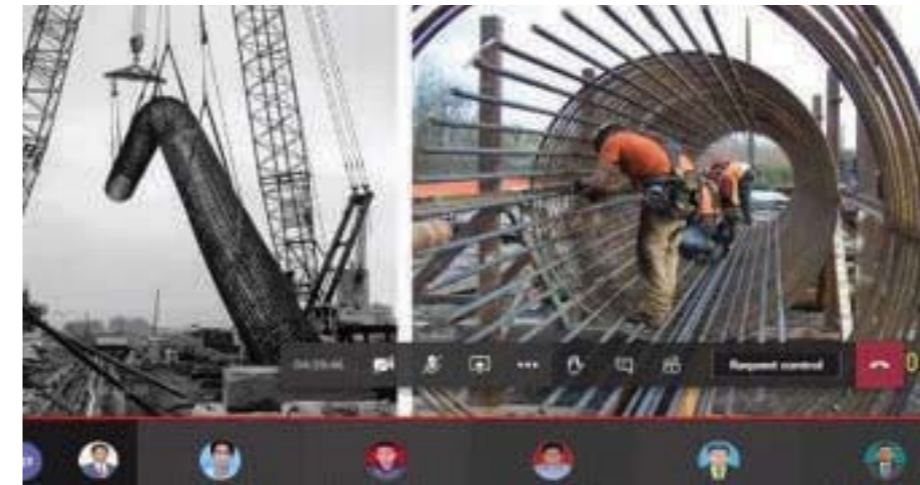
One Batch, Online -Technical Module on-Tech-Lean Construction An overview (One Module with one session-1.5)-staff-48 on September 29

One Batch, Online -Technical Module on-Tech-Project Planning (One Module with one session-1.5)-staff-69 on September 30

Transportation Infrastructure IC



July



Programme on Bridge Construction at MS Teams on July 29 - 30, 2020. Participants:25

Achieve Your Potential on 15-July, 2020 on MS Teams; Participants: 12

Art of Networking & Influencing on 24 July, 2020 on MS Teams; Participants: 19

Behaviour Based Safety from 01-02 July, 2020 on MS Teams; Participants: 25

Bridge Construction from 29-30 Jul-2020 on MS Teams; Participants: 25

CalQuan – KrossX & LDT on 02 July, 2020 on MS Teams; Participants: 20

Coaching Skills on 03 July, 2020 on MS Teams; Participants: 17

Concrete Essentials from 17-18 July, 2020 on MS Teams; Participants: 26

Concrete Production Placement & Related Issues on 04 July, 2020 on MS Teams; Participants: 26

Concrete Production Placement & Related Issues on 23 July, 2020 on MS Teams; Participants: 24

Construction of GSB and WMM layers on 08 July, 2020 on MS Teams; Participants: 20

COVID-19 on 24 July, 2020 on MS Teams; Participants: 43

Crane Safety on 20 July, 2020 on MS Teams; Participants: 29

DBM Mix Design on 03-Jul-2020 to 03-Jul-2020 on MS Teams; Participants: 32

DBM Mix Design on 22-Jul-2020 to 22-Jul-2020 on MS Teams; Participants: 28

DC 2 Group Coaching Session 10 on 10 July, 2020 on MS Teams; Participants: 3

DC 2 Group Coaching Session 10 on 11 July, 2020 on MS Teams; Participants: 7

DC 2 Group Coaching Session 10 on 13 July, 2020 on MS Teams; Participants: 5

Design Thinking from 29-30 July, 2020 on MS Teams; Participants: 23

Earthwork on 17 July, 2020 on MS Teams; Participants: 31

Effective Delegation on 21 July, 2020 on MS Teams; Participants: 22

Geometric Design of Highways on 14 July, 2020 on MS Teams; Participants: 28

Geosynthetics on 02 July, 2020 on MS Teams; Participants: 19

Geosynthetics on 24 July, 2020 on MS Teams; Participants: 19

Interviewing Skills on 30 July, 2020 on MS Teams; Participants: 24

Lab Training LSC on 01-17 July, 2020 on MS Teams; Participants: 12

MS Powerpoint on 07 July, 2020 on MS Teams; Participants: 31

MS Powerpoint on 27 July, 2020 on MS Teams; Participants: 26

OHE Drawings and Foundations on 17 July, 2020 on MS Teams; Participants: 33

OHE Structures & Stringing on 31 July, 2020 on MS Teams; Participants: 30

Paiso Ki ABCD on 09 July, 2020 on MS Teams; Participants: 32

Paiso Ki ABCD on 28 July, 2020 on MS Teams; Participants: 20

Power Tools on 15 July, 2020 on MS Teams; Participants: 114

PQC Paving on 07 July, 2020 on MS Teams; Participants: 26

Primavera on 27 - 30 July, 2020 on MS Teams; Participants: 40

Resilience on 25 July, 2020 on MS Teams; Participants: 14

Resourcefulness and Problem Solving on 17 July, 2020 on MS Teams; Participants: 17

Risk Management on 22 July, 2020 on MS Teams; Participants: 19

Scaffolding Competency Building from 14-16 July, 2020 on MS Teams; Participants: 54

Self Mastery on 18 July, 2020 on MS Teams; Participants: 21

Self-Compacting Concrete on 09 July, 2020 on MS Teams; Participants: 19

Self-Compacting Concrete on 21 July, 2020 on MS Teams; Participants: 27

Seven Practices for Being an Effective Person on 01 July, 2020 on MS Teams; Participants: 20

Seven Practices for Being an Effective Person on 21 July, 2020 on MS Teams; Participants: 22

Six Hats of Critical Thinking from 09 - 10 July, 2020 on MS Teams; Participants: 29

Six Hats of Critical Thinking from 23 - 24 July, 2020 on MS Teams; Participants: 15

Swagatam on 04 July, 2020 on MS Teams; Participants: 16

Swasthya on 03 July, 2020 on MS Teams; Participants: 26

Swasthya on 06 July, 2020 on MS Teams; Participants: 21

Swasthya on 13 July, 2020 on MS Teams; Participants: 14

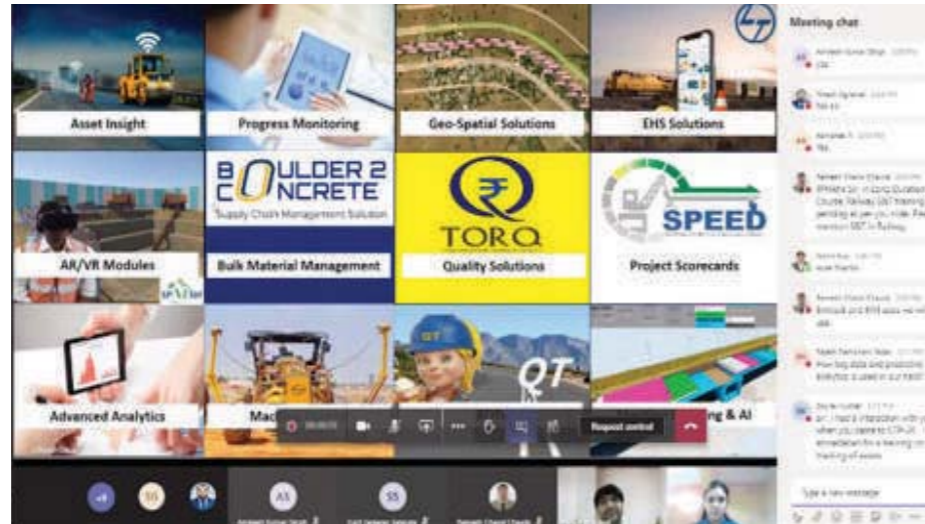
Swasthya on 18 July, 2020 on MS Teams; Participants: 14

Swasthya on 21 July-2020 on MS Teams; Participants: 15

Swasthya on 27 July, 2020 on MS Teams; Participants: 12

Team Building on 03 July, 2020 on MS Teams; Participants: 16

Team Building on 16 July, 2020 on MS Teams; Participants: 23



Training Programme on Swagatam at MS Teams on July 4, 2020. Participants: 16

Team Building on 29 July, 2020 on MS Teams; Participants: 17

The Why and How of Performance Feedback on 15 July, 2020 on MS Teams; Participants: 14

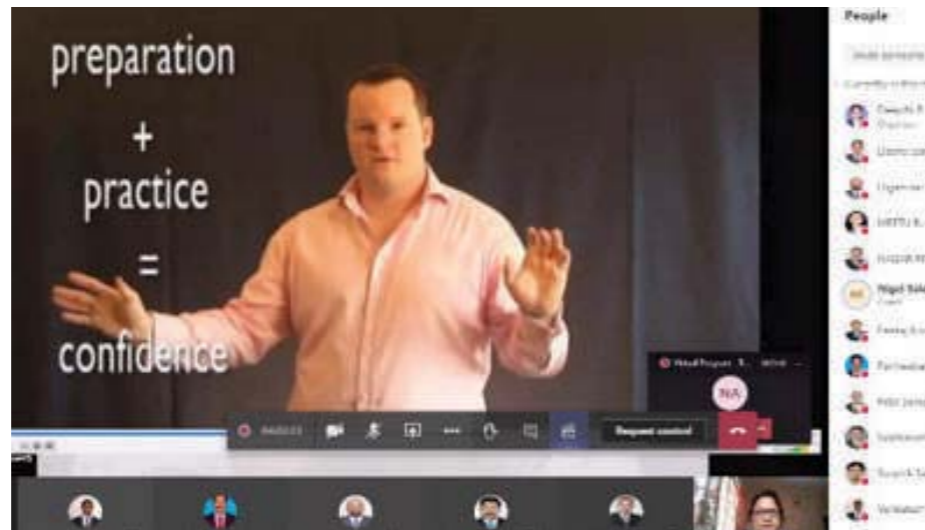
The Why and How of Performance Feedback from 20-Jul-2020 to 20-Jul-2020 on MS Teams; Participants: 20

Track Ballast on 10 July, 2020 on MS Teams; Participants: 36

Train The Trainer from 06-17 July, 2020 on MS Teams; Participants: 11

Value Engineering from 08-09 July, 2020 on MS Teams; Participants: 27

Work at height on 17 July, 2020 on MS Teams; Participants: 32



Programme on Train The Trainer at MS Teams on July 6, 7 and 17, 2020. Participants: 11

August

5S Workplace Organization from 10-11 August, 2020 on MS Teams; Participants: 61

Batching Plant on 03 August, 2020 on MS Teams; Participants: 114

Bituminous Construction on 31 August, 2020 on MS Teams; Participants: 31

Campus to Corporate from 24-29 August, 2020 on MS Teams; Participants: 56

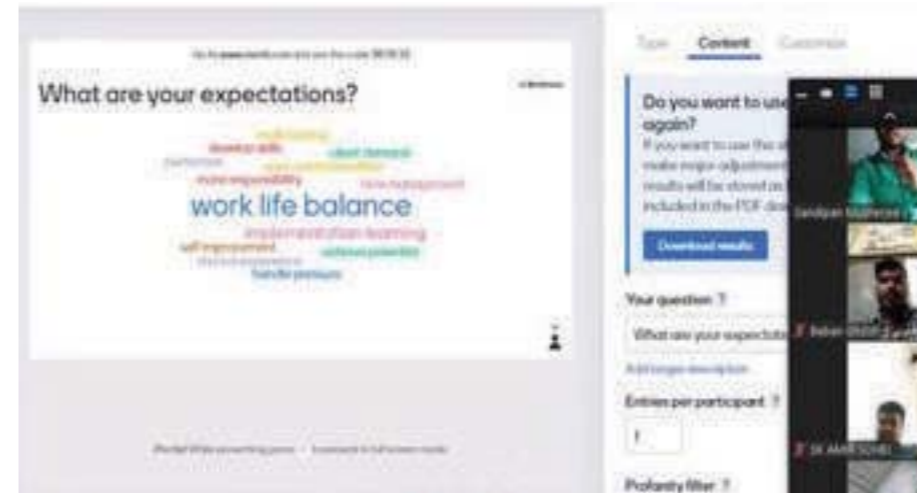
Concrete Production Placement & Related Issues on 26 August, 2020 on MS Teams; Participants: 19

Construction of GSB and WMM layers

on 13 August, 2020 on MS Teams; Participants: 31

COVID-19 on 24 August, 2020 on MS Teams; Participants: 27

DBM Mix Design on 20 August, 2020 on MS Teams; Participants: 21



Programme on Udaan – Achieve Your Potential for DETs at MS Teams, August 3 - 4, 2020 Participants: 83

Effective Delegation on 17 August, 2020 on MS Teams; Participants: 21

Formwork Competency Building Programme from 05-06 August, 2020 on MS Teams; Participants: 43

Geosynthetics on 19 August, 2020 on MS Teams; Participants: 16

Geotechnical Investigation for Bridges on 10 August, 2020 on MS Teams; Participants: 18

GET/PGET Orientation from 20-21 August, 2020 on MS Teams; Participants: 56

Global 8D Problem Solving Technique from 27-28 August, 2020 on MS Teams; Participants: 24

High Performance Concrete on 14 August, 2020 on MS Teams; Participants: 26

HIV/AIDS on 31 August, 2020 on MS Teams; Participants: 25

Interpersonal Skills on 18 August, 2020 on MS Teams; Participants: 21

Launching Techniques for Bridge Superstructure on 21 August, 2020 on MS Teams; Participants: 37

MS Excel on 21 August, 2020 on MS Teams; Participants: 38

MS Powerpoint on 14 August, 2020 on MS Teams; Participants: 19

MS Powerpoint on 29 August, 2020 on MS Teams; Participants: 35

Negotiation Skills on 26 August, 2020 on MS Teams; Participants: 20

OHE Bracket Adjustment, ATD, Overlaps, Bonding & Earthing on 28 August, 2020 on MS Teams; Participants: 30

OHE Insulators, Bracket Erection & Adjustment on 14 August, 2020 on MS Teams; Participants: 24

Paiso Ki ABCD on 11 August, 2020 on MS Teams; Participants: 25

Paiso Ki ABCD on 18 August, 2020 on MS Teams; Participants: 26

Powerful Effects of Body Language & Tone on 10 August, 2020 on MS Teams; Participants: 24

Powerful Effects of Body Language & Tone on 20 August, 2020 on MS Teams; Participants: 28

PQC Paving on 25 August, 2020 on MS Teams; Participants: 25

Presentation Skills on 07 August, 2020 on MS Teams; Participants: 34

Presenting your Work with Impact on 07 August, 2020 on MS Teams; Participants: 18

Rails, Sleepers & Fittings on 07 August, 2020 on MS Teams; Participants: 25

RE Wall on 11 August, 2020 on MS Teams; Participants: 17

Resourcefulness & Problem Solving on 11 August, 2020 on MS Teams; Participants: 19

Risk Management on 26 August, 2020 on MS Teams; Participants: 24

Root Cause Analysis on 17 August, 2020 on MS Teams; Participants: 37

Self Mastery on 13 August, 2020 on MS Teams; Participants: 13

Soft Induction from 13-19 August, 2020 on MS Teams; Participants: 17

Swasthya on 07 August, 2020 on MS Teams; Participants: 20

Swasthya on 14 August, 2020 on MS Teams; Participants: 19

Swasthya on 27 August, 2020 on MS Teams; Participants: 14

Team Building on 06 August, 2020 on MS Teams; Participants: 13

The Why and How of Performance Feedback on 03 August, 2020 on MS Teams; Participants: 11

Time Management on 19 August, 2020 on MS Teams; Participants: 5

Train The Trainer from 13-24 August, 2020 on MS Teams; Participants: 9

Udaan - Achieve Your Potential on 03 August, 2020 on MS Teams; Participants: 42

Udaan - Achieve Your Potential on 04 August, 2020 on MS Teams; Participants: 42

Welding Technology I - AT Weld on 21 August, 2020 on MS Teams; Participants: 26

September

Bituminous Construction on 16 September, 2020 on MS Teams; Participants: 28	Emotional Intelligence on 15 September, 2020 on MS Teams; Participants: 21	MS Powerpoint on 11 September, 2020 on MS Teams; Participants: 19
Calqun from 08-11 September, 2020 on MS Teams; Participants: 26	Geometric Design of Highways on 05 September, 2020 on MS Teams; Participants: 28	Paiso Ki ABCD on 15 September, 2020 on MS Teams; Participants: 37
Conflict Management on 11 September, 2020 on MS Teams; Participants: 19	GET/PGET Technical Module I from 21-26 September, 2020 on MS Teams; Participants: 56	PQC Paving on 29 September, 2020 on MS Teams; Participants: 17
COVID-19 on 25 September, 2020 on MS Teams; Participants: 20	High Performance Concrete on 18 September, 2020 on MS Teams; Participants: 18	Reaching Out of Your Comfort Zone on 04 September, 2020 on MS Teams; Participants: 15
Cracks in Concrete on 22 September, 2020 on MS Teams; Participants: 27	Impromptu Speaking on 22 September, 2020 on MS Teams; Participants: 27	Reaching Out of Your Comfort Zone from 09-Sep-2020 to 09-Sep-2020 on MS Teams; Participants: 14
Decision Making on 07 September, 2020 on MS Teams; Participants: 14	Influencing Skills on 23 September, 2020 on MS Teams; Participants: 23	Swasthya on 04 September, 2020 on MS Teams; Participants: 16
Developing Your Professional Image on 10 September, 2020 on MS Teams; Participants: 26	Influencing Skills on 30 September, 2020 on MS Teams; Participants: 19	Swasthya on 10 September, 2020 on MS Teams; Participants: 15
Developing Your Professional Image on 25 September, 2020 on MS Teams; Participants: 18	Launching Techniques for Bridge Superstructure on 25 September, 2020 on MS Teams; Participants: 31	The Why and How of Performance Feedback on 18 September, 2020 on MS Teams; Participants: 12
Earthwork from 07-Sep-2020 to 07-Sep-2020 on MS Teams; Participants: 28	MS Excel on 05 September, 2020 on MS Teams; Participants: 20	
EHS Leadership workshop from 16-19 September, 2020 on MS Teams; Participants: 19		



July

Webinar on Basics of Project Management on 16th July, 2020; Participants: 45	Working Capital Management on 26 July, 2020; Participants: 15	Webinar on Knowledge Sharing Session on QAQC on 30 July, 2020; Participants: 16
Webinar on Substation Equipment Installation Challenges on 18 July 2020; Participants: 14	Webinar on Knowledge Sharing Session on Testing & Commissioning on 27 July, 2020; Participants: 15	Webinar on Training Program on Hazard Identification & Risk Assessment on 24 July, 2020; Participants: 25
Webinar on Working Capital Management on 21st July, 2020; Participants: 52	Webinar on Knowledge Sharing Session on Civil Execution on 28 July, 2020; Participants: 15	Webinar on Basics on Powerplant & Substations on 20 July, 2020; Participants: 12
Webinar on Protection Overview and Testing & Commissioning of Substation on 26 July, 2020; Participants: 18	Webinar on Knowledge Sharing Session on Site Execution on 29 July, 2020; Participants: 15	Webinar on Awareness session on HV/MV cable laying inside Substation on 22 July, 2020; Participants: 16
Webinar on Project Planning and Controls in EIP on 30th July, 2020; Participants: 12	Webinar on Knowledge Sharing Session on EHS on 30 July, 2020; Participants: 16	Webinar on Principles of Project Management on 23 July, 2020; Participants: 25
Webinar on Knowledge Sharing Session on		

Webinar on Workshop on Formwork Solutions organised by CTEA mysore on 23 July, 2020; Participants: 22	CAPITAL on 27 July, 2020; Participants: 38	Webinar on Discussion on Changes of VAT from 5% to 15% (for existing PO/WO) on 11 July, 2020; Participants: 17
Webinar on Stakeholder Management on 26 July, 2020; Participants: 9	Webinar on Cash Flow Management in EPC Projects during Crisis Situations on 22 July, 2020; Participants: 6	Webinar on Ergonomics effect on 11 July, 2020; Participants: 13
Webinar on Financial Compliance during project Closure on 28 July, 2020; Participants: 20	Webinar on Embracing Sustainability for Project Success on 15 July, 2020; Participants: 1	Webinar on Presentation on Valuation and Working Capital on 11 July, 2020; Participants: 36
Webinar on Key Aspects of Close out Project on 18 July, 2020; Participants: 85	Webinar on Safety at Working Height on 02 July, 2020; Participants: 9	Webinar on Changes of KSA VAT rate from 5% to 15% & Its Transitional Provision on 12 July, 2020; Participants: 7
Webinar on Key Aspects of Testing & Commissioning on 19 July, 2020; Participants: 60	Webinar on Lock Out & Tag Out before Maintenance / Servicing Equipment on 03 July, 2020; Participants: 4	Webinar on Cable Tray Installation on 14 July, 2020; Participants: 5
Webinar on Overview of MEP System in SS project on 20 July, 2020; Participants: 39	Webinar on Accident / Incident Investigation- Covering RCA, NCs, Corrections & CAs on 04 July, 2020; Participants: 5	Webinar on Field Engineering change controls on 14 July, 2020; Participants: 11
Webinar on Cost of Poor Quality, Lesson Learned and Root Cause Analysis on 21 July, 2020; Participants: 37	Webinar on Integrated Approach to Safety Risk Management- Bow Tie Method on 06 July, 2020; Participants: 2	Webinar on Project Record Book on 15 July, 2020; Participants: 11
Webinar on Cable Management & effective supervision on 22 July, 2020; Participants: 38	Webinar on Safety at Working Underground & Confined Space on 07 July, 2020; Participants: 3	Webinar on Be the Best in Cash Flow Management in EPC Projects during Crisis Situations on 22 July, 2020; Participants: 2
Webinar on Substation Engineering Process flow and Managing Deviations on 23 July, 2020; Participants: 36	Webinar on Be the Best in Assuring Project Success Through Strategic Negotiations on 08 July, 2020; Participants: 1	Webinar on Structured Problem Solving on 23 July, 2020; Participants: 26
Webinar on QMS- ISO 9001:2015 standard Requirements on 25 July, 2020; Participants: 35	Webinar on Changes of KSA VAT rate from 5% to 15% & Its Transitional Provision on 11 July, 2020; Participants: 9	Webinar on Performance Planning Workshop- LTSA on 26 July, 2020; Participants: 27
Webinar on Industrial Electrification on 26 July, 2020; Participants: 36	Webinar on Concrete and Asphalt mix design & Approval of QC Personnel on 11 July, 2020; Participants: 10	Webinar on Performance Planning Workshop- LTSA on 27 July, 2020; Participants: 28
Webinar on RATIO ANALYSIS & WORKING		Webinar on Foundations of Project Planning - Kochi and Hyderabad Cluster on 28 July, 2020; Participants: 24

August

August 17 to 29 (Every Working Day on MS Teams) GET, PGET, BIS, NICMAR orientation Program; Participants: 66	Webinar on SOP - Shutdown-LC on 25 August, 2020; Participants: 24	Webinar on Behaviour Based Safety on 07 August, 2020; Participants: 28
Webinar on SOP - TL Foundation on 24 August, 2020; Participants: 24	Webinar on SOP - T&P Guideline on 26 August, 2020; Participants: 24	Webinar on ERM workshop - TL Factories on 28 August, 2020; Participants: 66
Webinar on SOP - TL Tower erection on 24 August, 2020; Participants: 24	Webinar on Problem Solving & Decision Making on 28 August, 2020; Participants: 31	Webinar on Quality Inspection at Vendors Place on 14 August, 2020; Participants: 36
Webinar on SOP - TL Stringing on 25 August, 2020; Participants: 24	Webinar on Working Capital Management on 21 August, 2020; Participants: 58	Webinar on Stress Management on 2020; Participants: 13

September

Webinar on Effective Communication Skills on 18 September, 2020; Participants: 20

Webinar on Awareness Session on ISO Standards on 25 September, 2020; Participants: 31

Webinar on Effective Communication Skills on 18 September, 2020; Participants: 20

Webinar on Awareness Session on ISO Standards on 25 September, 2020; Participants: 31

Webinar on Safety in TL Construction -Kolkata on (08-10) September, 2020; Participants: 24

Webinar on Behaviour Based Safety - Kolkata on 11 September, 2020; Participants: 22

Webinar on First Aid Program - Ranchi on 11 September, 2020; Participants: 27

Webinar on Refresher Session - Goal Setting FY-2020-21 on 19 September, 2020; Participants: 28

Webinar on IDP Session on 15 September, 2020; Participants: 29

Webinar on Briefing on Belbin Assessment on 19 September, 2020; Participants: 172

Webinar on Quality 4.0 Enhancing Quality Through Digital Technology on 21 September, 2020; Participants: 1

Webinar on IDP-Familiarization Programme on 22 September, 2020; Participants: 15

Webinar on Safety Management in TL on 15 September, 2020; Participants: 21

Webinar on Tower Erection Activity and Do's & Don'ts on 16 September, 2020; Participants: 19

Webinar on Safety in Foundation Activity

and Do's & Don'ts on 21 September, 2020; Participants: 19

Webinar on Safety in Stringing Activity and Do's & Don'ts on 22 September, 2020; Participants: 172

Webinar on Behaviour Based Safety (BBS) on 23 September, 2020; Participants: 14

Webinar on Training on KAIZEN | TL BU on 19 September, 2020; Participants: 172

Webinar on Basic Concept and Accounting of Hedges (Asean BU) on 30th July, 2020; Participants:15

Webinar on Scope Management (Asean BU) on 31th July,2020; Participants:22

QMS orientation (Asean BU) on 1st August,2020; Participants:31

Performance Planning Workshop (Asean BU) on 28th August,2020; Participants:104

Webinar on Stores Management Program on 4th Spetember, 2020; Participants:31

Performance Planning workshop & goal setting Supply Chain Management on 18th August & 27th August, 2020; Participants:20

Leadership Connect for EDRC on 3rd September,, 2020; Participants:250

IDP Orientation Program for leaders and PEMs on 11th September,, 2020; Participants:54

Webinar on Planning and Corporate Centre on 16th September,, 2020; Participants:24

Webinar on Awareness on POSH Act on 9th , 18th 22nd September,, 2020; Participants:21

Webinar on Awareness on MS Teams on 7th September,, 2020; Participants:23

Webinar on Team Building on 16th & 17th September, 2020; Participants:20

Webinar on Effective presentation Skills on 24th & 25th September,, 2020; Participants:32

Webinar on Analytical Thinking on 29th & 30th September,, 2020; Participants:7

Webinar on Business Story Telling on 28th to 29th September,, 2020; Participants:34

Webinar on Industrial Relations from 1st to 26th September,, 2020; Participants:14

Webinar on Safety in Construction on 24th September, 2020; Participants: 18

Webinar on Behavior Based Safety on 9th September, 2020; Participants: 27

Webinar on Stores Management on 4th September, 2020; Participants: 12

Webinar on IDP Workshop on 16th September, 2020; Participants:23

Webinar on Behavior Based Safety on 18th September, 2020; Participants:17

Webinar on QA/QC on 22nd September, 2020; Participants: 25

Webinar on Contracts & Planning Analysis, UEA on 5th September, 2020; Participants: 5

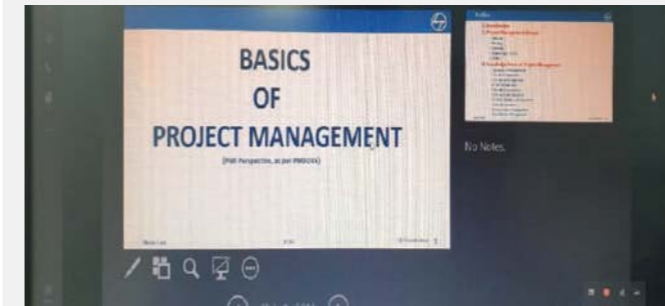
Webinar on Near Miss NA on 20th September, 2020; Participants: 44

Webinar on IDP (Africa BU) on 17th September, 2020; Participants: 72

New Joinee induction for GET, PGET, BIS, MT, CA trainee on 17th September, 2020; Participants: 66

New Joinee induction RECONNECT for GET, PGET, BIS, MT, CA trainee on 17th September, 2020; Participants: 66

PT&D (International)



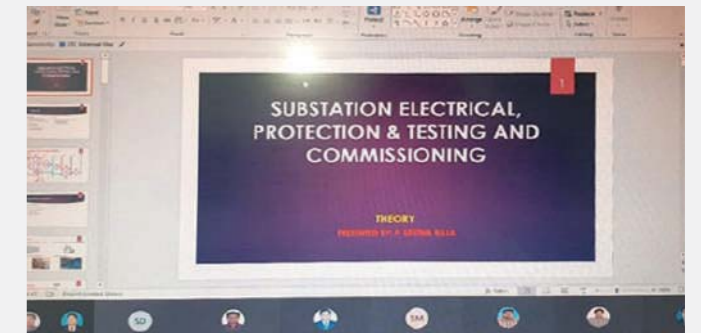
Programme on Basics of Project Management held through webinar on 16th July, 2020; Participants:45; Faculty (Int.): Mr. Tauqeer Mohammed



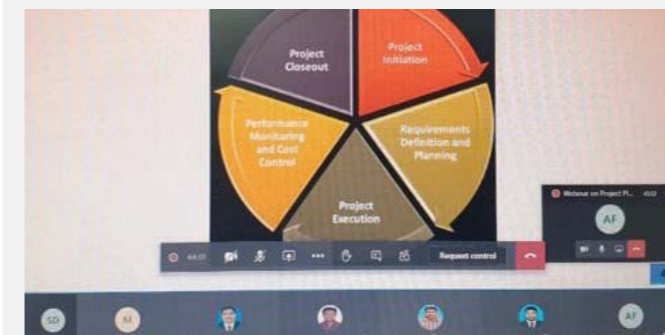
Programme on Substation Equipment and Installation Challenges held through webinar on 18th July, 2020; Participants:14; Faculty (Int.): Mr. Avinash Raghavan Karimpanakal and Mr. M. Thiruchelvam



Programme on Working Capital Management held through webinar on 21st July, 2020; Participants:52; Faculty (Int.): Mr. C. Surendran



Programme on Protection Overview and Testing & Commissioning of Substation held through webinar on 26th July, 2020; Participants:18; Faculty (Int.): Mr. Senthil Raja and Mr. S. Rajasekaran



Programme on Project Planning and Controls in EIP held through webinar on 29th July, 2020; Participants:14; Faculty (Int.): Mr. Madarasai Sai Mourya

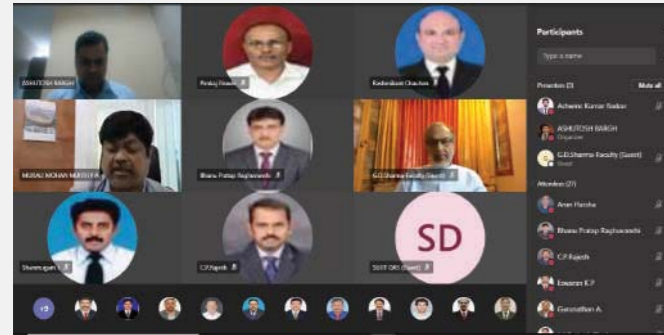


Programme on Performance Planning Workshop held through webinar on 13th August, 2020; Participants:19; Faculty (Int.): Mr. Rajesh Mishra

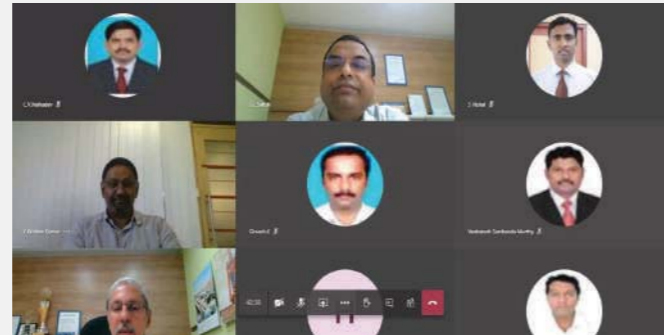


IDP – Familiarization Programme held through webinar on 22nd September, 2020; Participants:15; Faculty (Int.): Mr. V. Babu

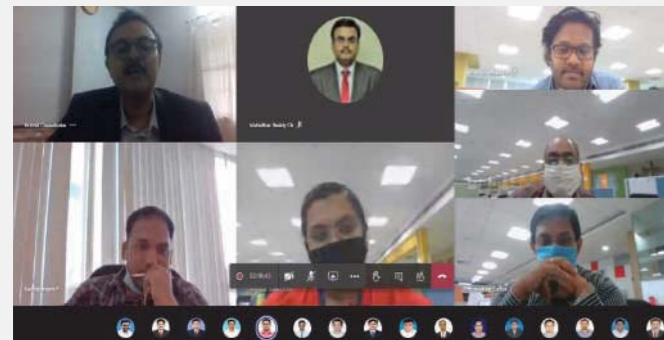
Water & Effluent Treatment IC



Participants of "Managerial Excellence" held at Jaipur on September 19, 2020 seen with Mr. G. D. Sharma.



Participants of "BIM Training - Water International" held at HQ Chennai on July 31, 2020 seen with M/s. N. RAMASETHU and S. C. SATISH.



Participants of "Interpersonal Effectiveness" held at HQ Chennai on August 4, 2020 seen with faculty.



Participants of "Mechanical Structural Works At Project Sites With Welding Requirements" held at Ahmedabad on September 9, 2020.

July - September

Safe Execution Engineer Level- V (Module-3) at Kolkata: July 1, 2020. Participants: 9; Faculty (Int.): M/s. Sunil Kumar Maharana, Abhijit Rout.

Safe Execution Engineer Level- V (Module-2) at Bhopal: July 1, 2020. Participants: 17; Faculty (Int.): Mr. Mathivanan P.

Safe Execution Engineer Level- V (Module-3) at Bhopal: July 2, 2020. Participants: 16; Faculty (Int.): Mr. Mathivanan P.

Mastering the Art of Virtual Trainings at HQ Chennai: July 8, 2020. Participants: 18; Faculty (Ext.): Ms. Sharmila.

Train the Trainers- Module 1 at HQ Chennai: July 9, 2020. Participants: 15; Faculty (Ext.): Mr. L Narendra Kumar.

Train the Trainers- Module 2 at HQ Chennai: July 10, 2020. Participants: 15; Faculty (Ext.): Mr. L Narendra Kumar.

Mastering the Art of Virtual Trainings at HQ Chennai: July 10, 2020. Participants: 13; Faculty (Ext.): Ms. Sharmila.

Contract Management at HQ Chennai: July 18, 2020. Participants: 40; Faculty (Ext.): Ms. Madura Meenakshi from L&T IPM, Chennai.

Design Thinking at HQ Chennai: July 24, 2020. Participants: 84; Faculty (Ext.): Mr. Ankur Grover.

Water Treatment Plant - Process, Design & Execution at Bhubaneswar: July 25, 2020. Participants: 156; Faculty (Int.): M/s. Vijaya Kumar V, Boopathi R.

Lean Construction at HQ Chennai: July 25, 2020. Participants: 199; Faculty (Ext.): Prof. N. Raghavan, Prof. Koshy Varghese.

Risk Management at HQ Chennai: July 27, 2020. Participants: 21; Faculty (Int.): Mr. R. Thilagaraj.

IMS Internal Auditor Training (ISO 45001:2018 & ISO 14001:2015) at Kolkata & Jaipur: July 27 - 30, 2020. Participants: 25; Faculty (Ext.): Mr. B. Karthikeyan.

Customer Centricity and Stakeholder Management at HQ Chennai: July 28, 2020. Participants: 21; Faculty (Ext.): Mr. Sampath Kaniyar.

EIP - Work Order Management & SCM Module at Kolkata: July 29, 2020. Participants: 35; Faculty (Int.): M/s. Ananda Srinivasan, Lakshmi Prathyusha Varanasi, Anandan Appadurai, Sathish Kannan SP, S.S.Balaji.

Chemical Handling and COSHH Assessment for O&M Staff at HQ Chennai: July 30, 2020. Participants: 37; Faculty (Int.): M/s. A. Narayanan, Ghaywat Pramod Namdeorao.

Wastewater Process Operation Training at HQ Chennai: July 31, 2020. Participants: 48; Faculty (Int.): Mr. Mohamed Salah.

BIM Training - Water International (Module 1) at HQ Chennai: July 31, 2020. Participants: 19; Faculty (Int.): Mr. K. Arun Venkadesh.

Value Engineering at HQ Chennai: August 3, 2020. Participants: 52; Faculty (Ext.): Mr. Taresh Varshney.

Interpersonal Effectiveness at HQ Chennai: August 4, 2020. Participants: 32; Faculty (Ext.): Dr. Purnima Rao.

Emergency Response & Preparedness at HQ Chennai: August 5, 2020. Participants: 20; Faculty (Int.): Mr. Devashish Sinha.

Productivity Improvement at Mumbai: August 5, 2020. Participants: 20; Faculty (Int.): Prof. Sunil Kumar.

Safe Execution Engineer Level- V (Module-1,2&3) at Ahmedabad: August 6&7, 2020. Participants: 47; Faculty (Int.): M/s. Roopsha Kumar Jain, Prakash Rao Bhandaru, Bhanu Prakash Chaturvedi.

O&M functions at HQ Chennai: August 6, 2020. Participants: 35; Faculty (Int.): Mr. Karunakaran Vijayakumar.

Scaffold Safety at Bangalore: August 7, 2020. Participants: 49; Faculty (Int.): Mr. Surendra S.

Basic Electrical & Safe Distribution of Construction Power at HQ Chennai: August 10, 2020. Participants: 73; Faculty (Int.): Mr. Gopal Krishna Roy.

Safe Execution Engineer Level- V (Module 1) at Jaipur: August 12, 2020. Participants: 32; Faculty (Int.): Mr. Vasanth Pugazhendhi.

Safe Execution Engineer Level- V (Module 2) at Jaipur: August 13, 2020. Participants: 32; Faculty (Int.): Mr. Rashmikant Chauhan.

Achievement Orientation & Relook at Roles During VUCA Times at Ahmedabad: August 14, 2020. Participants: 17; Faculty (Ext.): Mr. Arvind Chandhoke.

Safe Execution Engineer Level- V (Module 3) at Jaipur: August 14, 2020. Participants: 32; Faculty (Int.): Mr. Yedida Ajit Kumar.

Teamwork & Cohesiveness at Hyderabad: August 17, 2020. Participants: 39; Faculty (Ext.): Mr. Arvind Chandhoke.

Effective Communication Skills at Bangalore: August 19, 2020. Participants: 34; Faculty (Ext.): Ms. Sharmila.

GET & PGET Orientation Program at HQ Chennai: August 20 & 21, 2020. Participants: 168; Faculty (Int.): M/s. E P Sajit, Subhajyoti Majumder, Harikrishnan Bheeman, Murali Mohan Murthy, Nikesh Parsan Zachariah, Sibasis Mohapatra, Sarath Babu, Saravana Kumar, Ganesh P, S C Satish, K Rajeevan, Vijayakumar Viswanathan, Prasanna Venkatesh Rajagopalan, Akash Subudhi, Ayyappa Raja S P V, Sudhir Mishra, K S Sudheesh Kumar, V S R Pratap, R Thilagaraj, S Viswanathan.

Basic Electrical & Safe Distribution of Construction Power at HQ Chennai: August 21, 2020. Participants: 56; Faculty (Int.): Mr. Gopal Krishna Roy.

GET Technical Orientation at HQ Chennai: August 24 - September 9, 2020. Participants: 112; Faculty (Int.): M/s. Akash Subudhi, Maanas Mohan, V L Prathyusha, P Ganesh Kumar, Maitreye Breme, Emanuel Massey, Chandra Bhushan Singh, R. Thilagaraj, S. Balasubramani, Abhishek Mukherjee, Harry Prem Kumar, V S R Pratap, Rakesh Makkapati, G. Chandrasekhar, Manjula Srikanth, Madura Meenakshi, E. Kumaresan, Naveen Karun, Praveena Naidu, Prof. K P Reghunath, Vijaya Kumar Vishwanathan, Vasu K, Syed Aftab Ahmed, Devarajan V, Satish Kannan S P, Anantha Prasanna Venkatesh, H M Panchal, Sushma Nadig, Janardhan Kumar, Sivaram Athmakuri.

BIM Training - Water International (Module 2) at HQ Chennai: August 25, 2020. Participants: 20; Faculty (Int.): M/s. K. Arun Venkadesh, C. S. Madan.

Safe Execution Engineer Level- V (Module-1) at Delhi: August 26, 2020. Participants: 20; Faculty (Int.): Mr. Arpit Khaana.

BIM Training - Water International (Module 3) at HQ Chennai: August 27, 2020. Participants: 11; Faculty (Int.): Mr. C. S. Madan.

Operation & Maintenance at Bhubaneswar: August 27, 2020. Participants: 117; Faculty (Int.): M/s. Muruganbabu, V. Nagarajan, Manoj Kumar Bisht, Naveen Francis, Shaik Shajahan, Karunakaran Vijayakumar.

Safe Execution Engineer Level- V (Module-1) at Kolkata: August 27, 2020. Participants: 15; Faculty (Int.): M/s. Devashish Sinha, Bapi Barik.

Safe Execution Engineer Level- V (Module-2) at Delhi: August 27, 2020. Participants: 20; Faculty (Int.): Mr. Vikas Gupta.

Safe Execution Engineer Level- V (Module-1) at Jaipur: August 27, 2020. Participants: 33; Faculty (Int.): Mr. Vasanth Pugazhendhi.

NAVISWORKS at HQ Chennai: August 28, 2020. Participants: 83; Faculty (Int.): Mr. K. Arun Venkadesh.

Mechanical Integrity and Safety in Pump, Motor and Valve Operation at HQ Chennai: August 28, 2020. Participants: 72; Faculty (Int.): M/s. Muruganbabu, B. Anandan.

Effective Communication Skills at Delhi: August 28, 2020. Participants: 15; Faculty (Ext.): Ms. Sharmila.

Safe Execution Engineer Level- V (Module-2) at Kolkata: August 28, 2020. Participants: 15; Faculty (Int.): M/s. Tirth Raj Gupta, Bapi Barik.

Safe Execution Engineer Level- V (Module-3) at Delhi: August 28, 2020. Participants: 20; Faculty (Int.): Mr. Ameer Faisal.

Safe Execution Engineer Level- V (Module-2) at Jaipur: August 28, 2020. Participants: 33; Faculty (Int.): Mr. Rashmikant Chauhan.

Safe Execution Engineer Level- V (Module-1) at Indore: August 28, 2020. Participants: 20; Faculty (Int.): Mr. Rajaguru.

BIM Training - Water International (Module 4) at HQ Chennai: August 29, 2020. Participants: 12; Faculty (Int.): M/s. K. Arun Venkadesh, Dr. Rajesh Kumar.

Negotiation Skills at HQ Chennai: August 29, 2020. Participants: 23; Faculty (Ext.): Mr. Arvind Chandhoke.

Effective Communication Skills at Delhi: August 29, 2020. Participants: 15; Faculty (Ext.): Ms. Sharmila.

Safe Execution Engineer Level- V (Module-3) at Kolkata: August 29, 2020. Participants: 15; Faculty (Int.): M/s. Tirth Raj Gupta, Devashis Sinha.

Safe Execution Engineer Level- V (Module-3) at Jaipur: August 29, 2020. Participants: 33; Faculty (Int.): Mr. Yedida Ajit Kumar.

Safe Execution Engineer Level- V (Module-2) at Indore: August 29, 2020. Participants: 20; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Rajaguru.

Safe Execution Engineer Level- V (Module-3) at Indore: August 31, 2020. Participants: 17; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Rajaguru.

Self Development & Inter Personal Effectiveness at Hyderabad: August 31, 2020. Participants: 22; Faculty (Ext.): Dr.Purnima Rao.

Presentation Skills at Pune: September 3, 2020. Participants: 35; Faculty (Ext.): Ms. Sharmila.

Effective Communication Skills at Bhubaneswar: September 4, 2020. Participants: 41; Faculty (Ext.): Ms. Sharmila.

Safe Execution Engineer Level- V (Module-1,2&3) at Ahmedabad: September 4&5, 2020. Participants: 35; Faculty (Int.): M/s. Roopsha Kumar Jain, Bhanu Prakash Chaturvedi, Himanshu Mukharjee.

Mechanical Structural Works at Project Sites with Welding Requirements at Ahmedabad: September 9, 2020. Participants: 59; Faculty (Int.): Mr. Vikas Kumar Karmakar.

Project Management at Pune: September 11, 2020. Participants: 30; Faculty (Ext.): Prof. KP Raghunath from L&T IPM, Chennai.

Working With Energised Equipment & Electrical Safety at HQ Chennai: September 16, 2020. Participants: 75; Faculty (Int.): M/s. V Nagarajan, Syed Ibrahim Mohamed Abdulla.

Leadership & Motivation at Bangalore: September 16, 2020. Participants: 31; Faculty (Ext.): Dr. Purnima Rao.

Safe Execution Engineer Level- V (Module-1) at Jaipur: September 17, 2020. Participants: 22; Faculty (Int.): Mr. Yedida Ajit Kumar.

Safe Execution Engineer Level- V (Module-2) at Jaipur: September 18, 2020. Participants: 22; Faculty (Int.): Mr. Yedida Ajit Kumar.

Safe Execution Engineer Level- V (Module-3) at Jaipur: September 19, 2020. Participants: 22; Faculty (Int.): Mr. Yedida Ajit Kumar.

Managerial Excellence at Jaipur: September 19, 2020. Participants: 26; Faculty (Ext.): Mr. G D Sharma.

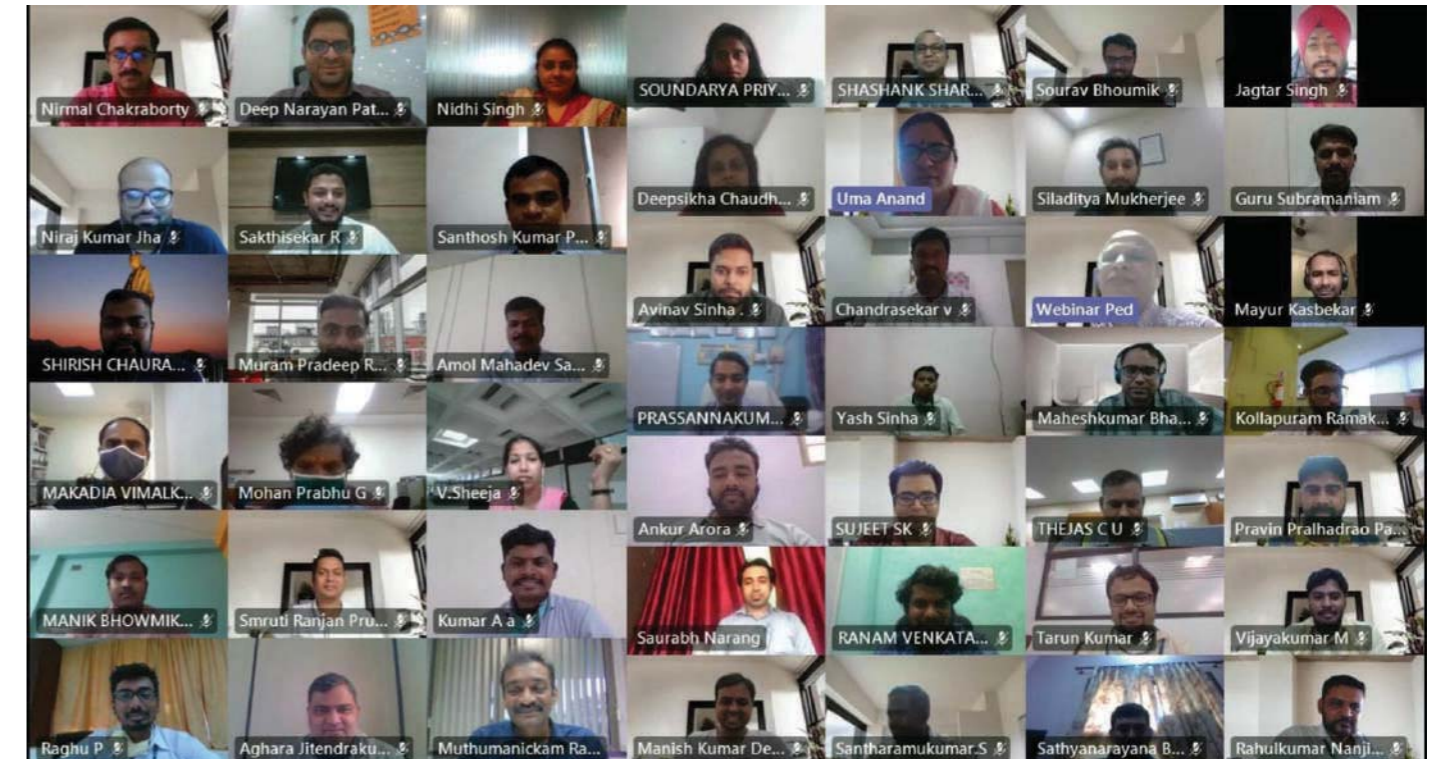
Critical Activity Analysis and Site Risk Index Analysis with View EHS Power BI Dashboard at Ahmedabad: September 24, 2020. Participants: 53; Faculty (Int.): Mr. Roopsha Kumar Jain.

Concrete Practices (Module 1) at Hyderabad: September 28, 2020. Participants: 21; Faculty (Int.): Mr. Anantha Hanumantha Rao.

Concrete Practices (Module 2) at Hyderabad: September 29, 2020. Participants: 25; Faculty (Int.): Mr. V. Devarajan.

Permit to Work System & Confined Space Entry at HQ Chennai: September 30, 2020. Participants: 68; Faculty (Int.): M/s. Kumaresan E, Syed Ibrahim Mohamed Abdulla.

Divisional Corporate



6 Days – FLLP5 Batch7 Module5 – Business Simulation from 31st August 2020 to 5th September 2020 (Online). Participants : 61. Faculty – External (enParadigm).

July - Sep

1 Day - Safety in Formwork Webinar on 20th July, 2020
Participants: 80. Faculty – Internal

2 Day - Personal Effectiveness & Interpersonal Skills Webinar on 21st & 22nd July, 2020
Participants: 27. Faculty – External

1 Day - Good Practices in Scaffold Webinar on 22nd July, 2020
Participants: 96. Faculty – Internal

1 Day - Result & Execution Leadership Webinar on 23rd July, 2020
Participants: 32. Faculty – External

1 Day - Result & Execution Leadership Webinar on 24th July, 2020
Participants: 31. Faculty – External

1 Day - Welding process – Hazards and Safe Control Measures Webinar on 27th July, 2020
Participants: 96. Faculty – Internal

2 Day - Business Acumen Webinar on 28th & 29th July, 2020
Participants: 28. Faculty – External

1 Day - EHS Legal Requirement Webinar on 29th July, 2020
Participants : 113. Faculty – Internal

1 Day - Salient features in ISO 45001:2018 Webinar on 4th August, 2020
Participants: 94. Faculty – Internal

1 Day - Awareness on Safe Blasting Operation Webinar on 6th August, 2020
Participants: 74. Faculty – Internal

2 Day - Creativity & Innovation Webinar on 6th & 7th August, 2020
Participants: 28. Faculty – External

2 Day – Feed forward Programme on 13th & 14th August, 2020
Participants: 6. Faculty – External

1 Day - Impactful Communication Webinar on 14th August, 2020
Participants: 36. Faculty – External

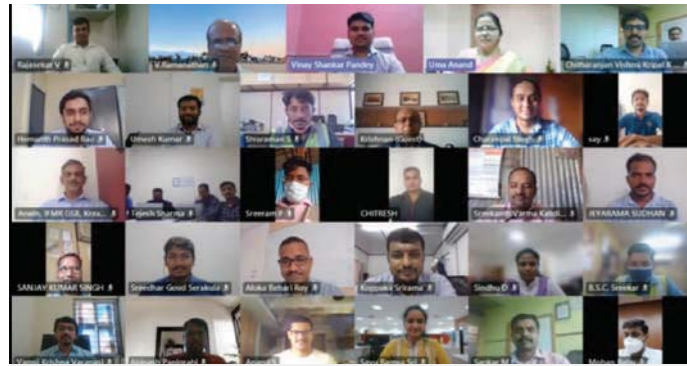
1 Day - Rigging Application for Ensuring Safe Material Handling Webinar on 18th August, 2020
Participants: 146. Faculty – Internal

2 Day - Problem Solving & Decision Making Webinar on 19th & 20th August, 2020
Participants: 32. Faculty – External

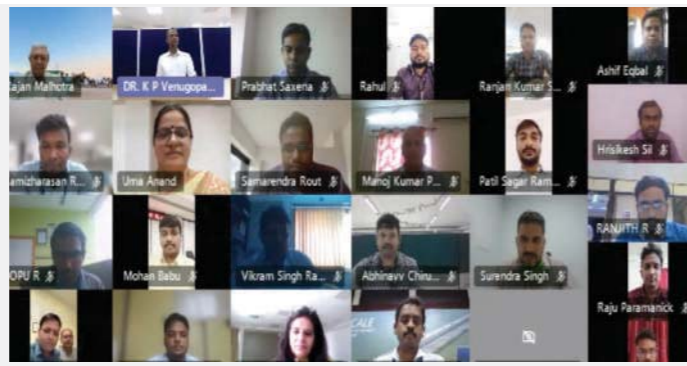
2 Day - Strategic Orientation Webinar on 21st & 22nd August, 2020
Participants: 23. Faculty – External

1 Day - Effective Communication Skills Webinar on 24th August, 2020
Participants: 28. Faculty – External

1 Day - Salient features in ISO 14001:2015 Webinar on 25th August, 2020
Participants: 47. Faculty – Internal



6 Days – EDP Module1 - Chennai Domain from 7th - 12th September 2020 (Online). Participants: 33. Faculty – Internal & External (IFMR, KREA University).



6 Days – EDP Module1 - Delhi Domain from 14th - 19th September 2020 (Online). Participants: 34. Faculty – Internal & External (Symbiosis Centre for Management Studies, Noida).

2 Day - Innovation Mindset Webinar on 26th & 27th August, 2020
Participants: 26. Faculty – External

2 Day - Communication & Influencing Webinar on 28th & 29th August, 2020
Participants: 35. Faculty – External

1 Day - An Induction to Inclusive BBS Empowerment Webinar on 4th September, 2020
Participants: 213. Faculty – Internal

1 Day - Awareness on Teams Webinar on 7th September, 2020
Participants: 555. Faculty – External

1 Day - Fire Prevention and Protection Webinar on 8th September, 2020
Participants: 194. Faculty – Internal

1 Day - Awareness on Teams Webinar on 9th September, 2020
Participants : 107. Faculty – External

1 Day - Safety in Maintenance Work of Earthmoving Equipment Webinar on 15th September, 2020
Participants: 173.
Faculty – Internal

2 Day - Team Building Webinar on 15th & 16th September, 2020
Participants: 30. Faculty – External

2 Day – Feed forward Programme on 15th & 16th September, 2020
Participants : 12. Faculty – External

1 Day - Awareness on Teams Webinar on 18th September, 2020
Participants: 142. Faculty – External

1 Day - Awareness on Occupational Health in Construction Webinar on 22nd September, 2020
Participants: 163.
Faculty – Internal

1 Day - Awareness on Teams Webinar on 22nd September, 2020
Participants: 113. Faculty – External

1 Day – Assertiveness Webinar on 23rd September, 2020
Participants: 20. Faculty – External

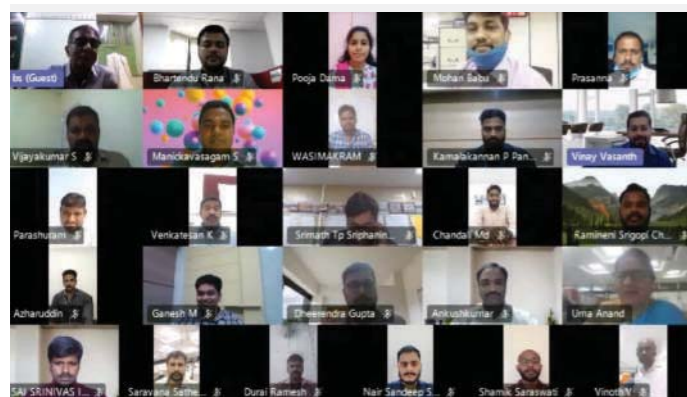
2 Day – Feed forward Programme on 24th & 25th September, 2020
Participants: 12. Faculty – External

2 Day - Effective Presentation Skills Webinar on 24th & 25th September, 2020
Participants: 28. Faculty – External

2 Day - Analytical Thinking Webinar on 28th & 29th September, 2020
Participants: 23. Faculty – External

2 Day – Feed forward Programme on 28th & 29th September, 2020
Participants: 11. Faculty – External

2 Day – Excellence in Formwork & Scaffolding – Level II Webinar on 29th & 30th September, 2020
Participants: 124.
Faculty – Internal



6 Days – EDP Module1 - Mysore Domain from 7th - 12th September 2020 (Online). Participants: 32. Internal & External (Symbiosis Centre for Management Studies, Noida).

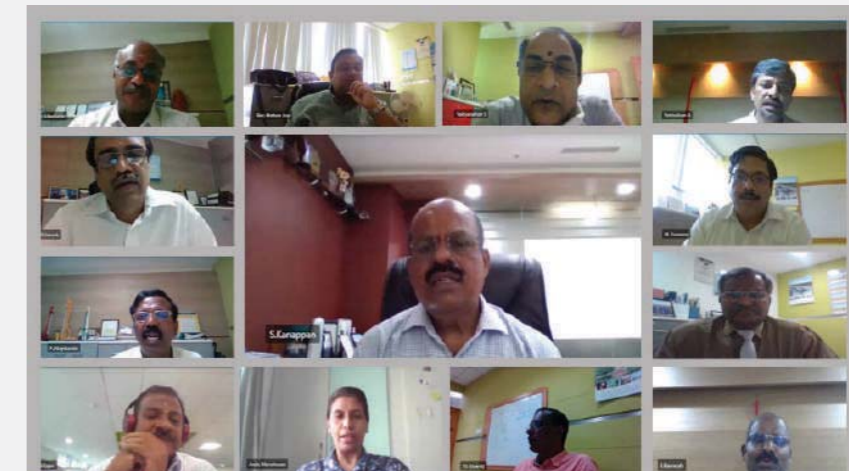


6 Days – EDP Module1 - Lonavla Domain from 21st - 26th September 2020 (Online). Participants: 35. Faculty – Internal & External (Symbiosis Institute of Business Management, Pune).

L&T GeoStructure



EIP Orientation



GET Orientation Programme

July - September

Programme on Accident Investigation at Head Qrts. (Online), July 16 -17, 2020; Participants: 15; Faculty Member: Mr. KP Ravinath, L&T GeoStructure

GET Orientation Programme at Head Qrts. (Online), August 17 - 28, 2020; Participants: 49; Faculty Member: In House Team, L&T GeoStructure

PGET Orientation Programme at Head Qrts. (Online), 24th August to 05th September August 2020; Participants: 8; Faculty Member: In House Team, L&T GeoStructure

Programme on EIP Enhancement at Head Qrts. (Online), on September 18 -19, 2020: Participants: 42; Faculty Member: Mr. J Ramesh & Mr. Raj Kumar M, L&T GeoStructure

Programme on Construction Methodology at Head Qrts. (Online), on September 22 & 23, 2020; Participants: 20; Faculty Member: Mr. Ravikumar, Mr. KP. Ravinath, Mr. Boobathy Vishwanath, Mr. Sathish Kumar E, Mr. Anand & Mr. Prabhu A, L&T GeoStructure

Learning Marathon with series of competency certification courses (Learn During Lock Down - LDLD) on ATL Next

ATL Online Learning Event "Scintillating September" on Competency "Certification in Creativity" conducted in September, 2020.

EMPLOYEE NEWS

Buildings & Factories IC

New Joiners

Mr. JAY PRAKAHS NAVIK, DGM (MECH), DELHI.

New Responsibilities

Mr. NIRANJAN SIMHA, Executive Vice President & Head - Strategic Initiatives, B&F IC

Mr. STHALADIPTI SAHA, Vice President & Head – Public Spaces & Airports SBG

Mr. SUKUMAR HEBBAR V, Vice President & Head – Commercial & Residential Spaces SBG

Mr. VIJU VARKEY, Vice President & Head - Operational Services, Buildings & Factories IC

Mr. LOCHAN K JOSEPH, Vice President & Head – Special Initiatives (Africa), Buildings & Factories IC

Mr. BHOOHALINGAM N, Head - Health Business Segment

Mr. NAMACHIVAYAM N, Head - Public Spaces Business Segment

Mr. SUBRAMANIAN S, Head - IT OS & DATA CENTRE Business Segment

Mr. VENKATA SRINIVAS GULLAPALLI, Head - Contracts (Commercial & Residential Spaces SBG)

Mr. BALAJI V, Head - Contracts (Public Spaces & Airports SBG)

Mr. DIVAKARAN OV, TASK FORCE LEADER, CIDCO HOUSING PROJECTS

Mr. SENOU K, Head - Technical Services, Buildings & Factories IC

Absorptions - DET

Mr. AKSHAY DATTATRAY SURYAWANSHI, ENGINEER (EHS), CIDCO

Mr. ASHOK BHUJANG SHELKE, ENGINEER (CIVIL), DELHI

Mr. BAMMIDI KURESH, ENGINEER - QA/QC (CIVIL), HYDERABAD INTL. AIRPORT

Mr. ANANDHU SUBASH, ENGINEER (CIVIL), CHENNAI

Mr. MOHAMMED MUSTAFA RAUF BAGBAN, ENGINEER (CIVIL), CHENNAI

Mr. DEVDATTA SHARAD BORDE, ENGINEER (P&M), MUMBAI

Ms. KAVYA P, ENGINEER (CIVIL), BANGALORE INTL. AIRPORT

Mr. KRUSHNAT VILAS GURVAL, ENGINEER - MEP (ELECT), HYDERABAD INTL. AIRPORT

Mr. MANOJ SHIVAJI CHAVAN, ENGINEER (CIVIL), CHENNAI

Mr. NARAYAN DAGDU JADHAV, ENGINEER (MECHANICAL), DELHI

Mr. KARTIK AVINASH PANDHARE, ENGINEER (CIVIL)- QA/QC, AHMEDABAD

Mr. RIJWAN RIYAZKHAN PATHAN, ENGINEER (CIVIL), BANGALORE INTL. AIRPORT

Mr. NIKHIL SHANKHPAL PUNDE, ENGINEER (CIVIL), HYDERABAD INTL. AIRPORT

Mr. SAGAR RAMESH SHENDE, ENGINEER (CIVIL), CHENNAI

Mr. SAURABH BABAJI PHATANGARE, ENGINEER (MEP), MOTERA

Mr. UMESH SITARAM PATIL, ENGINEER (CIVIL), CHENNAI

Mr. VADDI GIRISH, ENGINEER (MECH), BANGALORE INTL. AIRPORT

Mr. SHIV MAJHI, ENGINEER (QA/QC), ODISHA

Mr. SIRSAT SADANAND RANJIT, ENGINEER (ELEC), CHENNAI

Mr. SUSEENDRAN RAMESH, ENGINEER (CIVIL), CHENNAI

Mr. PRAVIN SANJAY KHANDAGALE, ENGINEER (MEP), DELHI INTL. AIRPORT

Mr. RUPENDRA DEVRAM BISEN, ENGINEER (CIVIL), KOLKATA

Mr. SHAILESH CHAINLAL RANE, ENGINEER (MEP), MOTERA

Mr. SHRIPAD BANDU RAUT, ENGINEER (CIVIL), DELHI

Ms. SURYA V, ENGINEER (CIVIL), BANGALORE

Mr. VAIBHAV MUKESH CHOURASIA, ENGINEER (CIVIL), DELHI

Ms. VARSHA AKKARA, ENGINEER (CIVIL), CHENNAI

Mr. VIVEK KUMAR, ENGINEER (CIVIL), HYDERABAD INTL. AIRPORT

Mr. KUNTAL MAL, ENGINEER (EHS), KOLKATA

Mr. SAIKAT BANDYOPADHYAY, ENGINEER (CIVIL), ODISHA

Mr. SASWATA BANERJEE, ENGINEER (CIVIL), KOLKATA

Mr. SWARUP SARKAR, ENGINEER (CIVIL), CHENNAI

Mr. USUF ALI MOLLA, ENGINEER (CIVIL), ODISHA

Mr. TULSI SHAW, ENGINEER (EHS), KOLKATA

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Mr. SUMON ROY, ENGINEER (CIVIL), ODISHA

Mr. SAYANTAN GHOSH, ENGINEER (CIVIL), KOLKATA

Mr. SOUGAT BISWAS, ENGINEER (EHS), KOLKATA

Mr. SOUMIK HAZRA, ENGINEER (CIVIL), ODISHA

Mr. ARPAN BISWAS, ENGINEER (ELEC), KOLKATA

Mr. DEBMALYA MUKHOPADHYAY, ENGINEER (ELEC), BANGALORE INTL. AIRPORT

Mr. DEBNIL BHANDARI, ENGINEER (FORMWORKS), ODISHA

Mr. DIPAYAN KARMAKAR, ENGINEER (CIVIL), KOLKATA

Mr. HARIOM SINGH, ENGINEER (CIVIL), DELHI

Mr. JOYDEEP SEN, ENGINEER - MEP (ELECT), HYDERABAD INTL. AIRPORT

Mr. SHAUNAK PRAMANICK, ENGINEER (CIVIL), KOLKATA

Mr. SNEHASIS MONDAL, ENGINEER (CIVIL), ODISHA

Mr. ANURAG BAGCHI, ENGINEER (CIVIL), KOLKATA

Mr. BISWAJIT BARUI, ENGINEER (EHS), ODISHA

Mr. BISWAJIT DAS, ENGINEER (ELEC), CHENNAI

Mr. CHANDAN GANGULY, ENGINEER (CIVIL), KOLKATA

Mr. GAURAV SINGH, ENGINEER (CIVIL), DELHI

Mr. HARSH PRAKASH DUBEY, ENGINEER CIVIL(QA/QC), DELHI

Mr. JAVED ANOWAR, ENGINEER (EHS), KOLKATA

Mr. SK. NIJAMUL, ENGINEER (CIVIL), KOLKATA

Mr. PRANAY DAS, ENGINEER (QA/QC), KOLKATA

Mr. PRIYAM PAL, ENGINEER (CIVIL), ODISHA

Mr. SANDIP DEY, ENGINEER (MECH), KOLKATA

Mr. AJAY PRASHANT SASNE, ENGINEER (CIVIL), BANGALORE

Mr. SOURAV MANDAL, ENGINEER (CIVIL), KOLKATA

Mr. SOURAV PAL, ENGINEER (CIVIL), ODISHA

Mr. TUSHAR KANTI HALDER, ENGINEER (CIVIL), ODISHA

Mr. SANGRAM SHANTARAM YADAV, ENGINEER (CIVIL), MUMBAI - RBF

Mr. JAYANTA MAJHI, ENGINEER (CIVIL), ODISHA

Mr. DEEP PODDER, ENGINEER (CIVIL), KOLKATA

Mr. KARTIK KAPAT, ENGINEER (MECH), CHENNAI

Mr. SUBHAJIT CHAKRABORTY, ENGINEER (CIVIL), ODISHA

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Ms. VIJAYA SHIVAJI GAIKWAD, ENGINEER (QA/QC), MUMBAI - RBF

Mr. VISHAL SANTOSH FULPAGARE, ENGINEER (CIVIL), CHENNAI

Mr. SHARAD PANDURANG DEOTALE, ENGINEER (MECHANICAL), DELHI

Absorptions - GCT

Mr. SELVAKUMAR B, SUPERVISOR - ACCOUNTS & ADMIN, FW, PONDY

Mr. GOPINATH, SUPERVISOR - ACCOUNTS, CHENNAI

Ms. S.KAVIYA, SUPERVISOR (ACCOUNTS), HQ - CHENNAI

Mr. SUBRAMANYA B R, SUPERVISOR - ADMIN, CHENNAI

Mr. SEEPATI HAREESH REDDY, SUPERVISOR - ACCOUNTS, CHENNAI

Mr. PAVITHRAN SIVARAJ, SUPERVISOR - ACCOUNTS & ADMIN, FW, PONDY

Mr. RAHUL GUPTA, SUPERVISOR - ACCOUNTS, DELHI

Mr. S RAJESH, SUPERVISOR – ADMINISTRATION, CHENNAI

Mr. SURIYA SUNDAR, SUPERVISOR (HR), HQ - CHENNAI

Ms. R INDHUMATHI, SUPERVISOR - ACCOUNTS, HQ - CHENNAI

Absorptions - GET

Ms. JONNALAGADDA GNANA SWETHA, SR. ARCHITECT, EDRC - HQ, CHENNAI

Mr. NAYAN KUMAR PATEL, SR. ARCHITECT, EDRC - HQ, CHENNAI

Mr. SHRITAM SHUBHASHISH SELMA, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. SONAKSHI BHATTACHARJEE, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. PARUL PATEL, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. KRITI JAIN, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. SOUMYA SUPEKAR, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. NIRJHARI CHATURVEDI, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. MALLIKA SINGH, SR. ARCHITECT, HQ - CHENNAI

Mr. DEBI PRASAD MAHAPATRA, SR. ARCHITECT, EDRC - HQ, CHENNAI

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Mr. SUHAS. S, SR. ARCHITECT, BANGALORE INTL. AIRPORT

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Ms. SHIVANGEE BHADRA, SR. ARCHITECT, EDRC - HQ, CHENNAI

Ms. G. TARUNA GOUDA, SR. ARCHITECT, EDRC - HQ, CHENNAI

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Mr. GOURAV GOYAL, SR. ENGINEER (CIVIL), DELHI

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 Mr. SAURABH KUMAR SINGH, SR. ENGINEER (CIVIL), CHENNAI
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 Mr. GANDHASIRI VENKATA NAGA PRADEEP, SR. ENGINEER (CIVIL), HYDERABAD INTL. AIRPORT
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 Mr. ALOK SHARMA, SR. ENGINEER CIVIL, DELHI
 Mr. VIJAY KUMAR MITTAL, SR. ENGINEER (CIVIL), DELHI
 Mr. RAHUL MANDLOI, SR. ENGINEER CIVIL, DELHI
 Ms. SHARNI, SR. ENGINEER (CIVIL), DELHI
 Ms. BIJETA BHOWAL, SR. ENGINEER (CIVIL), KOLKATA
 Mr. SUDHIR KUMAR SAH, SR. ENGINEER (CIVIL), ODISHA
 Mr. KRISHNA KANT SINGHAL, SR. ENGINEER (CIVIL), DELHI
 Mr. SHIVAM SINGH, SR. ENGINEER (CIVIL), KOLKATA
 Mr. RAHUL BARUAH, SR. ENGINEER (CIVIL), BANGALORE INTL. AIRPORT
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 Mr. KAPIL SAINI, SR. ENGINEER (CIVIL), CHENNAI
 Mr. RAM PRASAD SAHA, SR. ENGINEER (CIVIL), KOLKATA
 Mr. SHARIQUE AFTAB, SR. ENGINEER (CIVIL), ODISHA
 Mr. PRAVEEN SENGVA, SR. ENGINEER (CIVIL), DELHI
 Mr. JAYDEEP PAUL, SR. ENGINEER (CIVIL), KOLKATA
 Mr. HEMANT SHARMA, SR. ENGINEER (CIVIL), DELHI
 Mr. VIKHYAT PARASHAR, SR. ENGINEER (CIVIL), DELHI
 Mr. NARESH SINGH, SR. ENGINEER CIVIL, DELHI
 Mr. ROHAN DHARMESHKUMAR BHUTWALA, SR. ENGINEER (CIVIL), DELHI
 Mr. BHUTA DARSHAN, SR. ENGINEER (CIVIL), BANGALORE
 Mr. KAPIL SHARMA, SR. ENGINEER (CIVIL), DELHI
 Mr. MARMIK JARIWALA, SR. ENGINEER (CIVIL), CHENNAI
 Mr. GULSHAN KUMAR, SR. ENGINEER (CIVIL), KOLKATA

Mr. VINEETH GANDLA VASADURGAM GV, SR. ENGINEER (CIVIL), CHENNAI
 Mr. SRIRAM MANEESH VANKAYALA, SR. ENGINEER (CIVIL), CHENNAI
 Mr. AMAN ANURAG, SR. ENGINEER (CIVIL), BANGALORE
 Mr. ANOOP AGRAHARI, SR. ENGINEER (CIVIL), KOLKATA
 Mr. MUBASHIR ALI, SR. ENGINEER (CIVIL), KOLKATA
 Mr. VISHNU P T K, SR. ENGINEER (CIVIL), DELHI
 Mr. RIPUL BATRA, SR. ENGINEER (CIVIL), BANGALORE INTL. AIRPORT
 Mr. ABHISHEK PANDEY, SR. ENGINEER (CIVIL), DELHI
 Mr. ANIL KUMAR BISHNOI, SR. ENGINEER(CIVIL), AHMEDABAD
 Mr. SANJAY SULANIYA, SR. ENGINEER (CIVIL), DELHI
 Mr. ALOK KUMAR, SR. ENGINEER (CIVIL), KOLKATA
 Mr. SAURABH SUMAN, SR. ENGINEER (CIVIL), ODISHA
 Mr. PRASAD KALLESHWAR KALSHETTY, SR. ENGINEER (CIVIL), DELHI
 Mr. PIYUSH SINGHANIA, SR. ENGINEER (CIVIL), DELHI
 Mr. PRIYANK CHAUHAN, SR. ENGINEER (CIVIL), DELHI INTL. AIRPORT
 Mr. CHIRAG BISHT, SR. ENGINEER (CIVIL), DELHI
 Mr. GOKUL S, SR. ENGINEER (CIVIL), CHENNAI
 Mr. LAVALESH KUMAR BAJPAYEE, SR. ENGINEER (CIVIL), BANGALORE INTL. AIRPORT
 Mr. ABHIRAJ SHARMA, SR. ENGINEER (CIVIL), DELHI
 Mr. RUDRAJYOTI NANDA, SR. ENGINEER (CIVIL), HYDERABAD INTL. AIRPORT
 Mr. S KAILASH, SR. ENGINEER (CIVIL), CHENNAI
 Mr. KAUSHIK HARISH, SR. ENGINEER (CIVIL), DELHI
 Mr. RAHUL KUMAR, SR. ENGINEER (CIVIL), CHENNAI
 Mr. PRANAV TIWARY, SR. ENGINEER (ELEC. & ELECTRONICS), DELHI
 Mr. KADADURI RAMANA REDDY, SR. ENGINEER - MEP (ELECT), HYDERABAD INTL. AIRPORT
 Mr. PALIVELA RAVICHANDRA, SR. ENGINEER (ELECT), CHENNAI
 Mr. GUNTUKU SAI VAMSI, SR. ENGINEER (ELEC), CHENNAI
 Ms. G ANITHA, SR. ENGINEER (ELEC), CHENNAI
 Mr. RITAM HALDER, SR. ENGINEER (ELEC), KOLKATA
 Ms. SHREYA SHASHIDHAR KUDARI, SR. ENGINEER (ELEC. &

ELECTRONICS), BANGALORE INTL. AIRPORT
 Mr. SOUMYADIP BHATTACHARYYA, SR. ENGINEER (MECH), CHENNAI
 Mr. RAVI PRAKASH, SR. ENGINEER - MEP (MECH), HYDERABAD INTL. AIRPORT
 Mr. MANAN BANSAL, SR. ENGINEER (MECHANICAL), DELHI
 Mr. S SURYA KRISHNA, SR. ENGINEER (MECH), CHENNAI
 Mr. ANUJ SAINI, SR. ENGINEER (MECHANICAL), DELHI
 Mr. VISHAL MARKEN, SR. ENGINEER (MECHANICAL), DELHI
 Mr. PARTH KAUSHIK, SR. DESIGN ENGINEER (MECH), DELHI INTL. AIRPORT
 Mr. CHIRAG KATARIA, SR. ARCHITECT, EDRC - HQ, CHENNAI
 Mr. ABHISHEK GAURAV, SR. ENGINEER (CIVIL), KOLKATA
 Mr. DARSHAN PRAVIN UKALKAR, SR. ENGINEER (CIVIL), KOLKATA
 Mr. ANKIT Mahajan, SR. ENGINEER (CIVIL), DELHI
 Mr. SURYA CHOUPALLY, SR. ENGINEER (CIVIL), CHENNAI
 Mr. RAJINDER SINGH, SR. ENGINEER (CIVIL), CHENNAI

Absorptions - PGET

Mr. AISHWARY DIXIT, SR. ENGINEER (CIVIL), CHENNAI
 Mr. ARDHENDU SEKHAR JENA, SR. ENGINEER (MECH), HQ - CHENNAI
 Mr. CHAMALA SREESAIVATHSAV, SR. ENGINEER (CIVIL), ODISHA
 Mr. M DASSPRAKASH, SR. ENGINEER (PLANNING), DELHI
 Mr. KAKARLA RAMA KRISHNA PRASAD, SR. ENGINEER (EHS), AHMEDABAD
 Mr. CHIRAG VIJAYKUMAR PADAMWAR, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. SOURAV MISHRA, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI
 Mr. SUMEET KUMAR PATI, SR. ENGINEER MECH-DESIGN, DELHI
 Mr. TEJAS HARISH GHOGHARI, SR. ENGINEER (PLANNING), CIDCO
 Mr. YASH KARODI, SR. ENGINEER (CIVIL), KOLKATA
 Ms. PRIYADARSHANI PRAKASH DOKHALE, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. AVULA SHASHANK REDDY, SR. ENGINEER (CIVIL), ODISHA
 Mr. SHYAM ARVIND S, SR. ENGINEER (CIVIL), CHENNAI
 Mr. KUNAL DHARMAWAT, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. RAJATH A ANCHAN, SR. ENGINEER (CIVIL), BANGALORE
 Mr. KONREDDY MAHEEDHAR REDDY, SR. ENGINEER (CIVIL), CHENNAI
 Mr. BODKHE PRASAD PRAMOD, SR. ENGINEER (CIVIL), CHENNAI
 Mr. JAYA PRADEEP SARAVANAN, SR. ENGINEER (PLANNING), DELHI
 Mr. MADDIRALA SESA KASI PRANAY KUMAR, SR. ENGINEER (CIVIL), CHENNAI
 Mr. M RAJESH, SR. ENGINEER (CIVIL), KOLKATA
 Mr. ABIGITH AJIKUMAR, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. ADITYA RAJ, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI
 Mr. ANSHUMAN SINGH, SR. DESIGN ENGINEER (GEOTECH), EDRC - HQ, CHENNAI
 Mr. SHIVANSHU SHUBHAM, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. HUNNY VERMA, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. ARPIT CHAWLA, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. SIVAPU NAGARAJU, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI
 Mr. UNNIKRISHNAN, SR. ENGINEER (EHS), MUMBAI - RBF
 Mr. UTKARSH CHANDEL, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. VISHNU JAYAPRAKASH, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. YARLAGADDA KIRAN KUMAR, SR. ENGINEER (MECH), CHENNAI
 Ms. RUPAL ABHAY PANDE, SR. DESIGN ENGINEER (PHE), EDRC - HQ, CHENNAI
 Mr. ARVIND KUMAR SHARMA, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI
 Mr. PIYUSH VASANTRAO POWAR, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. PRAKHAR NAMJOSHI, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Ms. PRIYA AGRAWAL, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
 Mr. RAMAKRISHNAN ARULBABU, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI

Mr. BHAGDEV DISHANT RAJESHBHAI, SR. DESIGN ENGINEER (ELECT), EDRC - HQ, CHENNAI

Ms. SNEHA HANAMANT YADAV, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. BHARAT SHUKLA, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI

Mr. GAURAV CHAUDHARY, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI

Mr. JIVESH KUMAR, SR. ENGINEER (EHS), DELHI

Mr. SATYAVRAT PANDEY, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI

Mr. S. ROOPAK, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. DINESH KUMAR, SR. DESIGN ENGINEER (GEOTECH), EDRC - HQ, CHENNAI

Mr. AKETI CHANIKYA CHANDRA MOULI, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. KARTHIK RAJU, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. SHUBHAM SHANKARSINGH BAISTHAKUR, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. KOLLA SURYA TEJA, SR. ENGINEER (CIVIL), CHENNAI

Mr. ROSHAN R A, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. RAJAT SELLA, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. MUKKAMALA SAI VIHARI, SR. DESIGN ENGINEER (GEOTECH), EDRC - HQ, CHENNAI

Mr. MAYUR MANGESH BAJARE, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. SAJID MUSTAQUEEM, SR. DESIGN ENGINEER (PHE), EDRC - HQ, CHENNAI

Mr. ABHIJEET KANUNGO, SR. DESIGN ENGINEER (GEOTECH), EDRC - HQ, CHENNAI

Mr. H HASHIM, SR. DESIGN ENGINEER (MECH), EDRC - HQ, CHENNAI

Mr. NISHANT KUMAR, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Mr. B AKHIL KUMAR GOUD, SR. DESIGN ENGINEER (GEOTECH), EDRC - HQ, CHENNAI

Mr. SUMITREY AGNIHOTRI, SR. DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI

Retirements

Mr. DAVIDRAJ CJA, HEAD - FINISHING (CB&A), HQ - CHENNAI

Mr. ARUNAKUMAR S, TFL HEAD - HMRP, HMRL

Mr. SHYAM SUNDAR M, HEAD - QATAR, OMAN & KUWAIT, HQ - CHENNAI

Mr. MADHAV P DESHPANDE, PROJECT DIRECTOR - CHHATRAPATI SHIVAJI MAHARAJ MEMORIAL PROJECT - MUMBAI, SHIVAJI STATUE

Mr. BALACHANDER B, JGM & HEAD - RESOURCES (B&F IC), HQ - CHENNAI

Mr. SURENDRAN MAPPOTH, PROJECT MANAGER, BANGALORE INTL. AIRPORT

Mr. VARADARAJAN S, PROJECT MANAGER, BANGALORE INTL. AIRPORT

Mr. PRAKASH R, DGM (P&M), MUMBAI

Mr. TAVANSHI BN, PROJECT MANAGER, BANGALORE

Mr. CHARUPILAVEL UTHUP SAJU, DGM (MECH), SRILANKA

Mr. PRABHALA SRIVALLINATH, SR.MANAGER (ACCOUNTS & ADMN.), VIJAYAWADA

Mr. JANGID NARESH INDRARAM, SR.CONSTRUCTION MANAGER (CIVIL), ODISHA

Mr. THIRUGNANASIVAM V, MANAGER (STORES), CHENNAI

Mr. PRATAP CHANDRA NAYAK, MANAGER (INDUSTRIAL RELATIONS), CHENNAI

Mr. AJAY KUMAR UPADHYAY, MANAGER (STORES), DELHI INTL. AIRPORT

Mr. CHALAPATHI RAO MV, MANAGER (ACCOUNTS), BANGALORE

Mr. SUNANDA GHOSH, CONSTRUCTION MANAGER (CIVIL), KOLKATA

Ms. MYTHILY V, ASST. MANAGER (ADMIN), HQ - CHENNAI

Mr. ARUN KUMAR, INSTRUCTOR, DELHI

Mr. YOGESH TRIPATHI, FOREMAN (P&M), DELHI

Mr. SWAMINATHAN T, GENERAL FOREMAN-CARP, CHENNAI

Mr. AZIZ KHAN A, ASSISTANT FOREMAN (P&M), CHENNAI

Mr. BAVASKAR JAGANNATH GANPAT, FOREMAN, MUMBAI - RBF

Heavy Civil Infrastructure IC

New Joiners

RAJU RANJAN, FTC, JR ASSISTANT - EHS, MB - MEGA PKG2

SURESH KUMAR SINGH, FTC, JR ASSISTANT - EHS, MB - MEGA PKG2

SATYA PRAKASH AGRAHARI, O1, SR. ENGINEER (QA/QC), MB-MCRP PACKAGE 4

VINUTHA KADAYAM VENKATARAMAN, M2-A, SENIOR MANAGER - HUMAN RESOURCES, CN-HEAD QRTS.

ANJANA M MENON, O1, SENIOR ENGINEER - CONTRACTS, CN-CLAIMS DISPUTE ARBITRATION MANAGEMENT

SOU MEE BURMAN, M1-A, ASST. MANAGER - DATA ANALYTICS, MB-CLUSTER, HEAVY CIVIL INFRA

ROOPESH KUMAR DANDAPAT, M2-B, SR. MANAGER (PRECAST), MB- MTHL PACKAGE 3

T VEERA SWAMI, TC6, ASST.SUPERVISOR (ERECTION), MB- MTHL PACKAGE 1

SUNNY SHARMA, FTC, JR. ASSISTANT - EHS, MB - MEGA PKG2

GHANSHYAM TIWARI, O2, ASST. MAMAGER (QA/QC), CN-BMRC - RT02

CHANDRA KANTA MAJI, TC4, CHARGEHAND-ERECTION, MB- MTHL PACKAGE 1

RAJASEKHAR KUPPILI, TC5, SR.CHARGEHAND - ERECTION, MB- MTHL PACKAGE 1

AMOL DNYANDEV JADHAV, FTC, SENIOR ASSISTANT - PRECAST, MB- MTHL PACKAGE 3

OM SODESH MALLA, O1, SR. ENGINEER (QA/QC), HY-DEF-PROJECT

GOUTHAM VAMSIKRISHNAN PURUSHOTTAM, FTC, ENGINEER - EHS, CN-BMRC - RT03

UTTAM BASAK, M1-A, ASSISTANT CONSTRUCTION MANAGER - MARINE, MB- MTHL PACKAGE 1

SOURAV SARKAR, FTC, SENIOR ENGINEER - TUNNEL SURVEY, MB-MCRP PACKAGE 4

RAJESH SHAH, O2, ASST. MANAGER - QA/QC, MB-MCRP PACKAGE 1 (BRIDGES)

SUNIL KUMAR, O1, SENIOR ENGINEER (MEP), HY-VIH-PROJECT
TARUN BISWANATH BISWAS, S2, ENGINEER (QA/QC),HY-DEF-PROJECT

KARTHIKEYAN GOVINDAN, M3-A, DEPUTY GENERAL MANAGER - CONTRACTS ADMINISTRATION, CN-CLAIMS DISPUTE ARBITRATION MANAGEMENT

CHANDRAKANT SHARMA, FTC, JR. ASSISTANT - EHS, MB - MEGA PKG2

GULZAR AHMAD, O2, ASSISTANT CONSTRUCTION MANAGER - CIVIL, DL-RRTS P3L1

CHANDRASEKARAN, O1, SENIOR DESIGN ENGINEER, KK-KACHCHIDARGAH

SANTAN KUMAR, O2, ASST MANAGER EHS, DL-RRTS P3L2

SINGIREDDY GUNASHEKAR REDDY, O1, SR.ENGINEER (CIVIL), KK- ISWAR GUPTA SETU

RAM KRISHNA KUMAR, O1, SR.ENGINEER(ELEC), HY-VIZAG VESSEL, PROJECT

FALGUNI JOSHI, GET, GRADUATE ARCHITECT TRAINEE, MB-MUMBAI METRO UG07

RAJ DOHOLIYA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1

SHUBHAM GOYAL, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL

BHANJA SIDDHARTH DHANANJAYA, GET, GRADUATE ENGINEER TRAINEE, MB-WDFCC PACKAGE 15A

RAHUL MISHRA, GET, GRADUATE ENGINEER TRAINEE, DL - EDFC CP 303

KANDADA TEJA, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP-3/4 PLANT CIVIL WORKS

ASHUTOSH KUMAR SINGH, GET, GRADUATE ENGINEER TRAINEE, CN-HEAD QRTS.

AMIT SINGH, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUCTURE

PARTHAPRATIM GOSWAMI, GET,GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4

DEVASHISH SHUKLA, GET, GRADUATE ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

SHYAM SUNDAR GOYAL, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UGC01

AVINASH JHA, GET, GRADUATE ENGINEER TRAINEE, KK- ISWAR GUPTA SETU

SUBHRANSU MOHANTY, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUC-3

CIBI CHAKRAVARTHY AYYAMPERUMAL, GET, GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

GAGAN SHAHI, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (PORTS)

RAHUL KUMAR RANJAN, GET, GRADUATE ENGINEER TRAINEE, KK-KACHCHIDARGAH

RINKAL MAAN, GET, GRADUATE ENGINEER TRAINEE,

DL-UNDERGROUND RCC STRUCTURE
VIPUL KUMAR SINGH, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
SHUBHAM KUMAR, GET, GRADUATE ENGINEER TRAINEE, DL-PAKAL DUL HRT PACKAGE
SAURABH KUMAR PANDEY, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUCTURE
VAIBHAV SHARMA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
ANWESHA DAS, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UGC01
JYOTI PRAKASH PARAMANIK, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUC- 3
SUBHRAJYOTI JENA, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
ITI AGARWAL, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
RISHI NIGAM, GET, GRADUATE ENGINEER TRAINEE, DL-PAKAL DUL HRT PACKAGE
KANAKALA BHAGYA SAMEERA, GET, GRADUATE ENGINEER TRAINEE, MB- MTHL PACKAGE 1
THUMULURI KALYAN KUMAR, GET, GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.
ALLURI AKHILA, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (PORTS)
C Y REVATHI, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (PORTS)
BELLALA RESHMA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
PAILA SUSHMA SAI, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
SAMPATHARAO MRUDULA, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)
ABHIMANYU, GET, GRADUATE ENGINEER TRAINEE, DL-DFCC CTP 14
HIMANSHU YADAV, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
PULLURI LOKESH, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
HARSHIT SINGH, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
SURE REVANTH KRISHNA, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (PORTS)
KUMAR SAKSHAM, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UG07

SURABHI ROY, GET, GRADUATE ENGINEER TRAINEE, KK- ISWAR GUPTA SETU
ASHISH VERMA, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUC-3
SHREYA GUPTA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
PRAJAKTA HARSHAD DEO, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UG07
SURAJ MISHRA, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUC-3
SHREY GUPTA,GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
RISHABH AGARWAL, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
SUDHANSHU SINGH, GET, GRADUATE ENGINEER TRAINEE, MB-WDFCC PACKAGE 15B
VRINDA MISHRA, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)
UDIT SHARMA, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUCTURE
SATYAM TIWARI, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
KAMLESH KUMAR, GET, GRADUATE ENGINEER TRAINEE, KK-KACHCHIDARGAH
NITIN KUMAR JHA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
AKHAND PRATAP SINGH, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP PHASE 2 - HTS PACKAGE
SEENU ASHAJYOTHI, GET, GRADUATE ENGINEER TRAINEE, CN-EDRC,HEAD QRTS.
VADLAPUDI CHARISHMA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
ASIKA SIDHANA, GET, GRADUATE ENGINEER TRAINEE, CN- COCHIN DRY DOCK
ROUTHU NEELIMA, GET, GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.
MOPIDEVI ASSET, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP PHASE 2 - HTS PACKAGE
ANKIT BANIK, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)
ANIRBAN DUTTA, GET, GRADUATE ENGINEER TRAINEE, KK- ISWAR GUPTA SETU
ADITYA RAJ JAIN, GET, GRADUATE ENGINEER TRAINEE, KK- ISWAR GUPTA SETU
ANKITA BISWABANDITA DASH, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

DOLAMANI BARPANDA, GET, GRADUATE ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT
NIKHIL GUPTA, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL
VIKRAMADITYA, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
AASHIKA JAIN, GET, GRADUATE ENGINEER TRAINEE, DL-DFCC CTP 14
PANGULURI GOWTHAM SAI, GET, GRADUATE ENGINEER TRAINEE, HY-VIH-PROJECT
SHIVAM AGGARWAL, GET, GRADUATE ENGINEER TRAINEE, CN-HEAD QRTS.
NILOTPAL DAS, GET, GRADUATE ENGINEER TRAINEE, HY-VIZAG VESSEL,PROJECT
MISHU RAJA, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUC-3
DONKADA SAI MANOGNA, GET, GRADUATE ENGINEER TRAINEE, HY-VIZAG VESSEL, PROJECT
ANNEPOGU SUMANTH PAUL, GET, GRADUATE ENGINEER TRAINEE, HY-VIZAG VESSEL, PROJECT
VIKAS BHARTI, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
MANISH KUMAR, GET, GRADUATE ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT
DEEPAK SAHU, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
GAUTAM VERMA, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUCTURE
ADITYA SWARNKAR, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
AKSHAY KUMAR, GET, GRADUATE ENGINEER TRAINEE, CN-BMRC - RT03
NAGENDRA SINGH, GET, GRADUATE ENGINEER TRAINEE, CN-BMRC - RT02
PUNEET SHRIVASTAVA, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
ADEPU ANJALI, GET, GRADUATE ENGINEER TRAINEE, HY-VIZAG VESSEL, PROJECT
ANMOL KASERA, GET, GRADUATE ENGINEER TRAINEE, MB- MTHL PACKAGE 1
AVNISH, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUCTURE
AKSHIT SODHI, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL
SHIVAM SAINI, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UGC01

RAHUL DUTT KHOLA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
NITISH KUMAR, GET, GRADUATE ENGINEER TRAINEE, KK-KACHCHIDARGAH
ASHUTOSH KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)
SAROJ KUMAR, GET, GRADUATE ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT
AKASH GAUTAM, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UG07
PRITAM KUMAR RAWANI, GET, GRADUATE ENGINEER TRAINEE, HY-DEF-PROJECT
RAHUL KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-WDFCC PACKAGE 15A
KAILASH KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL
TUSHAR KANT SHARMA, GET, GRADUATE ENGINEER TRAINEE, MB- MTHL PACKAGE 1
POREDDY SAMARA SIMHA REDDY, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2
SUBHAKANTA SAHOO, GET, GRADUATE ENGINEER TRAINEE, DL-UNDERGROUND RCC STRUC-3
MIDHILESH MADHU, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP-3/4 PLANT CIVIL WORKS
SURAJ SINGH, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL
ABHINASH KUMAR BARIK, GET, GRADUATE ENGINEER TRAINEE, HY-DEF-PROJECT
VIKAS, GET, GRADUATE ENGINEER TRAINEE, CN-BMRC - RT03
NARENDER, GET, GRADUATE ENGINEER TRAINEE, CN-BMRC - RT02
SOMDUTT SHARMA, GET, GRADUATE ENGINEER TRAINEE, CN-BMRC - RT03
SHIVAM BHARDWAJ, GET, GRADUATE ENGINEER TRAINEE, CN-BMRC - RT02
YOGESH, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1
PRIYANUJ SARMAH, GET, GRADUATE ENGINEER TRAINEE, CN-HEAD QRTS.
SACHIN KUMAR CHAUDHARY, GET, GRADUATE ENGINEER TRAINEE, MB- MTHL PACKAGE 1
DIPAK KUMAR MISHRA, GET, GRADUATE ENGINEER TRAINEE, MB-WDFCC PACKAGE 15A
KONDEPUDI BHASKARA SANTOSH, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP PHASE 2 - HTS PACKAGE
SHASHANK KUMAR, GET, GRADUATE ENGINEER TRAINEE,

KK- ISWAR GUPTA SETU

SATYAM KUMAR BHARDWAJ, GET, GRADUATE ENGINEER TRAINEE, KK-KACHCHIDARGAH

ABHISHEK SINGH, GET, GRADUATE ENGINEER TRAINEE, DL - EDFC CP 303

PAWNESH KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4

PATEL KETUL DILIPBHAI, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL

NEERAJ SINGH, GET, GRADUATE ENGINEER TRAINEE, DL-PAKAL DUL HRT PACKAGE

ADITYA NARAYAN,GET, GRADUATE ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

SHUBHAM GUPTA, GET, GRADUATE ENGINEER TRAINEE, CN- COCHIN DRY DOCK

JAYANT KUMAR JAIN, GET, GRADUATE ENGINEER TRAINEE, HY-VIH-PROJECT

DHANANJAY KUMAR, GET, GRADUATE ENGINEER TRAINEE, HY-VIZAG VESSEL,PROJECT

SHUBHAM PRAKASH, GET, GRADUATE ENGINEER TRAINEE, HY-DEF-PROJECT

MOHIT HARWANI, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP PHASE 2 - HTS PACKAGE

TARUN TOPNANI, GET, GRADUATE ENGINEER TRAINEE, MB-SEABIRD MWC-01

SUBHRAJEET LENKA, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL

KALPESH SAHU, GET, GRADUATE ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

MUSKAN BATAV, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1

VIKASH, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

PARTHKUMAR JAGDISHBHAI VAGHANI, GET, GRADUATE ENGINEER TRAINEE, AB-DFCC CTP 3R STRUCTURE

SHIV KUMAR PRASAD, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP PHASE 2 - HTS PACKAGE

KAMLESH KUMAR SAINI, GET, GRADUATE ENGINEER TRAINEE, HY-VIH-PROJECT

VIKRAM SINGH KURREY, GET, GRADUATE ENGINEER TRAINEE, CN-KKNPP PHASE 2 - HTS PACKAGE

NIKHIL KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-BREAKWATER AT DABHOL

TEJ PRAKASH VISHNOLIA, GET, GRADUATE ENGINEER TRAINEE,

DL-SINGOLI BHATWARI HEP

HEMENDRA GAUR, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2

NITIN MISHRA, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L2

ASTHA BANSAL, GET, GRADUATE ENGINEER TRAINEE, DL-RRTS P3L1

JITENDRA KUMAR, GET, GRADUATE ENGINEER TRAINEE, HY-DEF-PROJECT

AJENDRA SINGH, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

AMARJIT KUMAR, PGET, POST GRADUATE ENGINEER TRAINEE, DL-EDRC HYDEL & TUNNEL COST

ASHUTOSH SINGH, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

BIKRAMJIT DEB, PGET, POST GRADUATE ENGINEER TRAINEE, DL-EDRC HYDEL & TUNNEL COST

CHIMMANI KRISHNA VAMSI, PGET,POST GRADUATE ENGINEER TRAINEE, DL-EDRC HYDEL & TUNNEL COST

DEEPTHI PRAKASH S,PGET,POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

HARDIK THINGER, PGET,POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

KRISHAN KUMAR, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

KUMUD RANA, PGET, POST GRADUATE ENGINEER TRAINEE, DL-EDRC HYDEL & TUNNEL COST

MOHAMMAD OSAMA AZMI, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

MURSHIDA THASNEEM M, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

NIRMAL JOSHI, PGET, POST GRADUATE ENGINEER TRAINEE, DL-EDRC HYDEL & TUNNEL COST

PAIDI PURNA, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

RAMKUMAR SORNAKUMAR, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

SANJU SATIHAL, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

SARATH M S, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

SHUBHAM PRAKASH BELSARE, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

SILPA P J, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

SOUMYA YADAV, PGET, POST GRADUATE ENGINEER TRAINEE, DL-EDRC HYDEL & TUNNEL COST

SAURABH KUMAR, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

SURYA N R, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

CHERJALA VENKATA SAI GIRIDHAR, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

AKHILESH, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

GADE PRAHARSHA, PGET,POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

ADARSH DAGA, PGET-NICMAR,POST GRADUATE ENGINEER TRAINEE - NICMAR, MB- MTHL PACKAGE 1

ADITYA RAMESH PILLAI, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, DL - EDFC CP 303

ANUSHRI KIRAN JOSHI, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-KKNPP PHASE 2 - HTS PACKAGE

INTWALA DEVANSHI DHARMESH, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-KKNPP PHASE 2 - HTS PACKAGE

KOTHAPALLY HARSHITH REDDY, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-CLAIMS DISPUTE ARBITRATION MANAGEMENT

PULAKANDAM KASI VISWANATH, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, HY-VIH-PROJECT

MANOJ PITAMBAR NEHETE, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-CLAIMS DISPUTE ARBITRATION MANAGEMENT

MOORTHY KRISHNAA, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, DL-RRTS P3L2

GANDIKOTA NAGANAINA, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-CLAIMS DISPUTE ARBITRATION MANAGEMENT

MD NOORUL ISLAM MOHD ASLAM HASHMI, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, MB-MCRP PACKAGE 1 (BRIDGES)

PERI VENKATA SRAVYA, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, MB-MCRP PACKAGE 1 (BRIDGES)

PRIYANKA YADAV SUBASH CHAND YADAV, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-CMRL UG 03

RAJ BHASKAE GAIKWAD, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, MB-BREAKWATER AT DABHOL

RANJITH GANAPATHY P P, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, DL-RVNL

JASTI SAI LAKSHMI, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, MB- MTHL PACKAGE 1

SHIVAKUMAR K S, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, DL-RVNL

SIDDESH RAMCHANDRA JADHAV, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, HY-VIZAG VESSEL, PROJECT

VINAY N SULLAD, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, CN-CMRL UG 03

VISHNUVARDHAN, PGET-NICMAR, POST GRADUATE ENGINEER TRAINEE - NICMAR, DL-RRTS P3L1

SURAJ KUMAR, O1, SR.ENGINEER(CIVIL), MB- MTHL PACKAGE 1

BHAVANA LEKSHMY M V, O1, SR. ENGINEER(CIVIL), MB- MTHL PACKAGE 1

NITIN KUMAR, O1, SR.ENGINEER(CIVIL), DL-RRTS P3L1

SHUBHAM MISHRA, O1, SR. ENGINEER(CIVIL), DL-RRTS P3L1

BRIJESH KUMAR SHUKLA, O2, ASST. MANAGER- ENVIRONMENT, MB-MCRP PACKAGE 1 (BRIDGES)

SOURUP PAL, GET, GRADUATE ENGINEER TRAINEE, DL - EDFC CP 303

YASH DHAKRE, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL

ANIL KUMAR PANDA, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL

MITHILESH KUMAR GUPTA, GET, GRADUATE ENGINEER TRAINEE, DL-RVNL

SIVARAMAN K, ET - GRADUATE, ENGINEER TRAINEE - UTILITY, DL-RRTS P3L2

SUBHAJIT KUNDU, S1, SURVEY ENGINEER, DL-RVNL

FIROJ SHEIK, O1, SR. ENGINEER (CIVIL), DL-RRTS P3L1

SANNALA SAI MANOJ REDDY, O1, SR. ENGINEER(CIVIL), DL-RRTS P3L2

RAUNAK, O1, SR. ENGINEER (CIVIL), DL-RVNL

P PRASATH, M1-A, ASST. MANAGER (EHS), DL-RRTS P3L2

MUHAMMAD AJJAM ASKAREE, FTC, JR. ASSITANT (EHS), MB - MEGA PKG2

NEERAJ KUMAR SINGH,FTC,SAFETY STEWARD,MB - MEGA PKG2

JAY PRAKASH KUMAR, O2,ASST. MANAGER (EHS) ENVIRONMENT, DL-RRTS P3L2

VISHAL KUMAR SAHADEV, O2, ASST. MANAGER (ERECTION), DL - EDFC CP 303

KALLUPALLI VENKATA JAYANTH, O1, SR. ENGINEER(CIVIL), DL-RVNL

A VINOD, O1, SENIOR ENGINEER - PLANNING, CN-BMRC - RT03

PRAKASH S M, O2, ASST.MANAGER(ERECTION), MB- MTHL PACKAGE 1

MD ZEESHAN, O1, SENIOR ERECTION ENGINEER, MB- MTHL PACKAGE 1

VIGNESH P, PGET-NICMAR, PGET(NICMAR), MB-MCRP PACKAGE 1 (BRIDGES)

DHEERAJ KUMAR JOSHI, FTC, ASSISTANT DRAUGHTSPERSON, DL-PAKAL DUL HRT PACKAGE

JYOTI YADAV, S1, SUPERVISOR - HUMAN RESOURCE, MB-CLUSTER, HEAVY CIVIL INFRA

SHUBHAM SINGH, O1, SR. ENGINEER (ELEC), DL-UNDERGROUND RCC STRUC-3

SUBHADIP MODAK, S2, ENGINEER - SURVEY, DL-RRTS P3L1

RAJKUMAR SHRIVASTAV, O2, ASST. MANAGER - EHS, DL-RRTS P3L2

GAURAV KHANNA, M1-C, CONSTRUCTION MANAGER (MECH), MB- MTHL PACKAGE 1

PATTAN KHAJA VALI, O1, SR. ENGINEER (CIVIL), MB-MCRP PACKAGE 1 (BRIDGES)

VISHNUVARTHAN A, TC2, JR CHARGEHAND (MARINE MAINTENANCE), CN- COCHIN DRY DOCK

WICKLIFF, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB-BREAKWATER AT DABHOL

ANANDAKRISHNAN A S, TC2, JR CHARGEHAND (MARINE MAINTENANCE), CN-KKNPP PHASE 2 - HTS PACKAGE

ANANTHU S GIRISH, TC2, JR CHARGEHAND (MARINE MAINTENANCE), CN-KKNPP PHASE 2 - HTS PACKAGE

NOBLE JOHNY, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB-SEABIRD MWC-01

ASWIN RATHEESH, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB-SEABIRD MWC-01

BALIJEPALLI VENKATESH, TC2, JR CHARGEHAND (MARINE MAINTENANCE), HY-VIH-PROJECT

GANDREDDY SIVAKUMAR, TC2, JR CHARGEHAND (MARINE MAINTENANCE), HY-VIH-PROJECT

AMAL SAJI, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB- MTHL PACKAGE 1

PHILIP K V, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB- MTHL PACKAGE 1

ABHINAV ANTON JOSEPH, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB- MTHL PACKAGE 1

SANGEETH P S, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB- MTHL PACKAGE 1

SILOSH P ALOSIOUS, TC2, JR CHARGEHAND (MARINE

MAINTENANCE), MB- MTHL PACKAGE 1

AKHIL RAJ M, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB- MTHL PACKAGE 1

ANANDHU K R, TC2, JR CHARGEHAND (MARINE MAINTENANCE), MB- MTHL PACKAGE 1

ARPIT AGRAWAL, O1, SR. ENGINEER (CIVIL), DL-UNDERGROUND RCC STRUCTURE

PANKAJ TIWARI, S2, ASST. OFFICER (ACCOUNTS), MB-MCRP PACKAGE 1 (BRIDGES)

MOHIT KUMAR TIWARI, O2, ASST. MANAGER (IR), MB- MTHL PACKAGE 1

DEBABRATA CHATTERJEE, M1-A, ASSISTANT MANAGER - INTERFACE, DL-RRTS P3L1

SMRUTI REKHA SAHOO, M1-A, ASSISTANT MANAGER - HR, CN-HEAD QRTS.

DIBYENDU DANI, M1-A, ASSISTANT MANAGER - OPERATIONS, CN-HEAD QRTS.

SUPARNA CHAKRABORTY, M1-A, ASSISTANT MANAGER - HR, CN-HEAD QRTS.

VIKRAM SINGH, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

KIRILL SHRAMKO, EXPAT, CONSTRUCTION MANAGER - GROUTING, CN-BMRC - RT02

AKASH JAIN, O1, SENIOR ENGINEER - CIVIL, DL-RRTS P3L2

ERIGGARI SANGAMESHWAR REDDY, O1, SENIOR ERECTION ENGINEER, DL-DFCC CTP 14

PRADEEP KUMAR SINGH, TC5, SR.CHARGEHAND - ERECTION, MB- MTHL PACKAGE 1

ABHILASH DHANORIYA, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.

RANIT SAMANTA, TC4, CHARGEHAND - SURVEY, DL-RRTS P3L1

RUPESH KUMAR, FTC, SR. ENGINEER - EHS, MB-MCRP PACKAGE 1 (BRIDGES)

RITESH SHIVASANGAPPA METI, O2, ASSISTANT MANAGER - PLANNING, MB-MCRP PACKAGE 1 (PORTS)

ANKIT KUSHWAHA, M1-A, ASSISTANT MANAGER - CONTRACTS, DL - EDFC CP 303

BISWAJIT BISWAS, O1, SENIOR ERECTION ENGINEER, KK-KHULNA MONGLA BRIDGE PROJ

ABHINAV SINGH, M1-A, ASSISTANT MANAGER - PLANNING, DL-RRTS P3L1

EVGENY OLENCHIK, EXPAT, CONSTRUCTION MANAGER - TUNNEL, CN-BMRC - RT03

T SANJU, ET - GRADUATE, ENGINEER TRAINEE, HY-VIZAG VESSEL-IV

SUBHAKAR J V, M1-B, CONSTRUCTION MANAGER - PRECAST, MB- MTHL PACKAGE 1

SUGEENDHRA RAJ SUDHAKARAN, S2, ENGINEER - CIVIL, DL-RRTS P3L1

SHAIK ANWAR BASHA, TC4, CHARGEHAND - SURVEY, DL-PAKAL DUL HRT PACKAGE

UPENDRA GIRI, O2, ASST . MANAGER (QA/QC), DL-RRTS P3L2

AKASH SHAW, O2, ASSISTANT MANAGER - FORMWORK, MB- MTHL PACKAGE 1

BARADA SANKAR ROUT, O2, ASST. MANAGER (ERECTION), DL - EDFC CP 303

DEVANSHU RAJPUT, O1, SR. ENGINEER - EHS, MB- MTHL PACKAGE 1

PURUSHOTHAMAN R, FTC, ENGINEER - QA/QC, CN-KKNPP PHASE 2 - HTS PACKAGE

R MANIKKAVASAKAM, S2, ASST. OFFICER (ACCOUNTS), DL-RRTS P3L2

KOTHAPALLI VENKATA SAI SATISH, O2, ASSISTANT MANAGER - CONTRACTS, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

DEEP NARAYAN BHARTY, M1-A, ASSISTANT CONSTRUCTION MANAGER - TUNNEL (SLURRY TBM), MB-MCRP PACKAGE 4

New Responsibilities

SUBBIAH S, GENERAL MANAGER - ELECTRICAL & MECHANICAL CN-HEAD QRTS.

RAKESH KUMAR JHA, SEGMENT HEAD - DFCC PROJECTS (SPECIAL BRIDGES BU), AB-WEST DFCC REWARAI-IQBAL STR

RAKESH ARORA, HEAD-PROPOSALS CN-HEAD QRTS.

AJIT JOHN BECK, HEAD - HR (WORKMEN), CN-HEAD QRTS.

VIJAYA KUMAR P, Head-Temporary Works Competency Centre (TWCC) CN-HEAD QRTS.

Power Transmission & Distribution IC

New Joiners

Mr. Dean Moretton, Head - Sales & Partnerships, Chennai Head Qrs.

Mr. Dr. K N Ajith, Head - Human Resources, Chennai Head Qrs.

Mr. Nils Siebert, Chief Engineer, Chennai Head Qrs.

Mr. Ashok Kumar Tirumala Sreenivasa, Sr.DGM - Finance & Accounts, Chennai Head Qrs.

Mr. Vinod V C, Construction Manager, Chennai.

Mr. Ashutosh Kumar Tiwari, Senior Power and Energy Application Engineer, Chennai Head Qrs.

Mr. Mohammad Shahid Khan, Asst. Manager (Elec) - QA/QC, Mumbai.

Ms. Anamika Dubey, Senior Power and Energy Applications Engineer, Chennai Head Qrs.

Ms. Shambhavi Chaudhary, Assistant Manager - HR, Chennai Head Qrs.

Ms. Srishti Dogra, Assistant Manager - HR, Chennai Head Qrs.

Mr. Arumugam Alais Anand, Assistant Engineering Manager - Civil, Chennai Head Qrs.

New Responsibilities

Ms. Harshitha S Kumar, Head - Engineering (Renewables BU, PT&D), Chennai Head Qrs.

Mr. Sridhar G, Head - Risk Management, Chennai Head Qrs.

Promotions

Mr. Madhava Das T, Whole-Time Director & Sr. Executive Vice President (Utilities), Chennai Head Qrs.

Absorptions - DET

Mr. Abhishek Bhat, Engineer (Elec), Ranchi.

Mr. SK Sainur Ali, Engineer (Elec), Chennai.

Mr. Avik Parui, Engineer (Elec), Chennai.

Mr. Kinshuk Kundu, Engineer (Elec), Kolkata.

Mr. Nayan Barman, Engineer (Elec), Ranchi.

Mr. Swagnik Pal, Engineer - P&M, Kolkata.

Mr. Abhishek Majee, Engineer (Elec), Kolkata.

Mr. Kalanadham Sai Kiran, Engineer (Elec), Varanasi.

Mr. Arup Das, Engineer (Elec), Chennai.

Mr. Pabitra Halder, Engineer (Elec), Kolkata.

Mr. Santanu Naskar, Engineer (Elec), Kolkata.

Mr. Shilajit Karmakar, Engineer (Elec), Kolkata.

Mr. Sujit Sahoo, Engineer (Elec), Kolkata.

Mr. Yadla Nukaraju, Engineer - Civil, Chennai.

Mr. Deep Karmakar, Engineer (Elec), Kolkata.

Mr. Tangudu Rajesh, Engineer (Civil), Ahmedabad.
 Mr. Aditya Kumar Pathak, Engineer (Elec), Delhi.
 Mr. Ankit Padmakant Bharne, Engineer (Elec), Delhi.
 Mr. Ankur Paul, Engineer (Electrical), Chennai.
 Mr. Avijit Adhikari, Engineer (Elec), Chennai.
 Mr. Arun Kumar Upadhyay, Engineer (Elec), Varanasi.
 Mr. Bishnupada Raul, Engineer (Electrical), Chennai.
 Mr. Mohd Yusuf, Engineer (Civil), Ahmedabad.
 Mr. Nitish Kumar Singh, Engineer (Elec), Kolkata.
 Mr. Rahul Gupta, Engineer (Civil), Ahmedabad.
 Mr. Koushik Patra, Engineer (Electrical), Chennai.
 Mr. Balaji Gundappa Sakhare, Engineer (Mechanical), Chennai.
 Mr. Nitin Chandrakant Lakhe, Engineer (Elec), Lucknow.
 Mr. Saud Alam, Engineer (Elec), Kolkata.
 Mr. Sourav Adhikary, Engineer - (Elec.), Bangalore.
 Mr. Subinoy Nandy, Engineer (Electrical), Chennai.
 Mr. Subham Dutta, Engineer (Elect.), Bangalore.
 Mr. Suvojit Paul, Engineer (Elect.), Bangalore.
 Mr. Thakur Prasad, Engineer (Civil), Delhi.
 Mr. Avijit Adhikary, Engineer - Elec., Bangladesh.
 Mr. Ajoy Das, Engineer (Civil), Mumbai.
 Mr. Arindam Chatterjee, Engineer - Civil, Bangalore.
 Mr. Indranil Dutta, Engineer - (Civil), Bangalore.
 Mr. Mainak Das, Engineer (Civil), Ranchi.
 Mr. Piyush Rai, Engineer (Elec), Delhi.
 Mr. Prolay Kumar Das, Engineer (Civil), Mumbai.
 Mr. Vishwanath Y. Dodmani, Engineer (Electrical), Kolkata.
 Mr. Krishna Gurjar, Engineer - Civil, Kochi.
 Mr. Pradip Mondal, Engineer (Elec.), Ahmedabad.
 Mr. Saikat Dutta, Engineer - Elec., Bangalore.
 Mr. Saikat Jana, Engineer (Elect.), Kolkata.
 Mr. Vikas Prajapati, Engineer - Civil, Kochi.
 Mr. Akash Rajagopal, Engineer - Electrical, TLT-Kancheepuram.
 Mr. Dhivakar Vijayarangan, Engineer (Electrical), Chennai.
 Mr. Dibyasingh Gochhi, Engineer (Elec), Kolkata.

Mr. Manoj Subhash Sutar, Engineer (Mech), Chennai.
 Mr. Shivam Santosh Raut, Engineer (Elec), Delhi.
 Mr. Sonu Prajapati, Engineer (Elec), Kolkata.
 Mr. Yash Rajendra Surywanshi, Engineer (Elec), Kolkata.
 Mr. Satyajeet Harishchandra Wadhai, Engineer -Civil, Kochi.
 Mr. Sanket Santosh Chaudhari, Engineer (Elec), Delhi.
 Mr. Vivek Rajendraprasad Pawar, Engineer (Civil), Chennai.
 Mr. Avinash Kishor Parhad, Engineer (Elec), Delhi.
 Mr. Holkar Shreyansh Prakash, Engineer (Civil), Mumbai.
 Mr. Anil Bhupal Patil, Engineer (Mech), Mumbai.
 Mr. Aniket Subhash Bade, Engineer - (Civil), Chennai.
 Mr. Alwin K Wilson, Engineer (Elec), Delhi.
 Mr. Taraknath Pal, Engineer (Elect.), Bangalore.
 Mr. Subhadeep Sarkar, Engineer (Civil), Kolkata.
 Mr. Abhishek Pal, Engineer (Elec), Ranchi.
 Mr. Jitendra Kumar, Engineer (Mech.), TLT Pithampur.
 Mr. Abhishek Kumar Gupta, Engineer (Mech) - P&M, Delhi.
 Mr. Papai Roy, Engineer (Civil), Kolkata.
 Mr. Samar Shukla, Engineer (Mech.), Delhi.
 Mr. Sourav Mondal, Engineer (Elect.), Bangalore.
 Mr. Priyanshu Maurya, Engineer (Mech.), TLT Pithampur.
 Mr. Adapa Pavan Kumar, Engineer - Elec., Bangalore.
 Mr. Aman Kumar Soni, Engineer (Elec), Delhi.
 Mr. Gokuldas M, Engineer (Elec)-QA/QC, Chennai.
 Mr. Hrishikesh Ulhas Gunijan, Engineer (Elec), Varanasi.
 Mr. Vennu Rakesh, Engineer - Electrical, Kochi.
 Mr. Rohit Rajendra Raut, Engineer (Civil), Chennai.
 Mr. Kaustubh Pushpak Dali, Engineer (Civil), Chennai.
 Mr. Mohammed Sameer V P, Engineer -Civil, Kochi.
 Mr. Vaishak C, Engineer (Elec)-QA/QC, Chennai.

Absorptions - ENGINEER TRAINEE

Mr. Manoj Aravind N, Sr.Design Engineer (Civil), Chennai Head Qrs.
 Ms. Seshma P, Executive (Systems), Chennai Head Qrs.

Absorptions - GET

Mr. Subrat Kumar Swain, Sr.Engineer (Civil), Ranchi.
 Mr. Shubham Gaba, Sr.Engineer (Civil), Delhi.
 Mr. Vivek Shukla, Sr. Engineer (Civil), Ranchi.
 Mr. Deep Das, Sr.Engineer (Civil), Kolkata.
 Mr. Surya Pratap Vishwakarma, Sr. Engineer (Civil), Kolkata.
 Mr. Adarsh Pratap Singh, Sr. Engineer (Civil), Ranchi.
 Mr. Lalu Kumar Roy, Sr.Engineer (Civil), Ranchi.
 Mr. Saradhy Krishnan, Sr. Engineer (Civil), Chennai.
 Mr. Gunda Kasi Venkata Saideswara Rao, Sr.Engineer (Civil), Chennai.
 Mr. Gopal Jee, Sr.Engineer (Civil), Ranchi.
 Mr. Dipankar Shekhavat, Sr.Engineer (Civil), Mumbai.
 Mr. Shivam Kumar, Sr.Engineer (Civil), Ranchi.
 Mr. Animesh Jadhav, Sr. Engineer (Civil), Chennai.
 Mr. Komaravolu Venkata Purneshwar, Sr. Engineer (Civil), Bangalore.
 Mr. Kamlesh Kumar Mahriya, Sr.Engineer (Civil), Ahmedabad.
 Mr. Dodda Gopi, Sr. Engineer (Civil), Kochi.
 Mr. Vishavjeet, Sr.Engineer (Civil), Delhi.
 Mr. Vishal Choudhary, Senior Engineer - Civil, Chennai.
 Mr. Rohit Gupta, Sr.Engineer (Civil), Delhi.
 Mr. Vaibhav Singh Somvanshi, Sr.Engineer (Civil), Ranchi.
 Mr. Aditya Prasad Satapathy, Sr.Engineer (Civil), Chennai.
 Mr. Garvit Srivastava, Sr. Engineer (Civil), Chennai.
 Ms. Srusty Sahoo, Sr.Engineer (Elec), Ranchi.
 Mr. G Likhith, Sr.Engineer - (Elec.), Chennai.
 Mr. Iyer Vaishnavignesh Gomathisankaran, Sr.Engineer (Elec), Mumbai.
 Mr. Mantosh Kumar, Sr.Engineer (Elec), Kolkata.
 Mr. Sounak Saha, Sr. Engineer (Electrical), Patna.
 Mr. Neelanjan Banerjee, Sr. Engineer - Elec., Chennai.
 Ms. Saumya Pandey, Sr.Engineer (Elec), Delhi.
 Mr. Adarsh Raj Rajak, Sr.Engineer (Electrical), Chennai.
 Mr. Adarsh Raj Rajak, Sr.Engineer (Elec), Chennai.
 Mr. Rohit Kumar, Sr.Engineer (Elec), Chennai.
 Mr. Avinash Nayak, Sr.Engineer (Elec), Kolkata.
 Mr. Saurabh Kumar Singh, Sr.Engineer (Elec), Kolkata.

Ms. Saumya Kumari, Sr.Engineer (Elec), Ranchi.
 Mr. Pratyush Kumar Bindhani, Sr.Engineer (Elec), Kolkata.
 Mr. Harsh Diwakar, Sr.Engineer (Elec), Delhi.
 Mr. Anubhav Kumar Singh, Sr.Engineer (Elec), Chennai.
 Mr. Kishor Khadaw, Sr. Engineer (Electrical), Ranchi.
 Mr. Abhishek Jain, Sr.Engineer (Elec), Ranchi.
 Mr. Amit Kashalya, Sr. Engineer (Electrical), Chennai.
 Mr. Karri Manoj Venkata Sai Kumar, Sr. Engineer (Elec.), Bangalore.
 Mr. Saurabh Gupta, Sr. Engineer (Electrical), Chennai.
 Mr. Shubham Kumar, Sr.Engineer (Elec), Bhubaneswar.
 Mr. Shelendra Singh Arya, Sr.Engineer (Elec), Kolkata.
 Mr. Akash Jain, Sr.Engineer (Elec), Delhi.
 Mr. Ravi Pratap Singh, Sr.Engineer (Elec), Lucknow.
 Mr. Abhishek Sharma, Sr.Engineer (Elec), Delhi.
 Mr. Ansu Kumar Gupta, Sr.Engineer (Elec), Kolkata.
 Mr. Nipun Aggarwal, Sr.Engineer (Elec), Varanasi.
 Mr. Rajat Goyal, Sr.Engineer (Electrical), Chennai.
 Mr. Poosarla Amar Sai Kiran, Sr.Engineer (Electrical), Bangalore.
 Mr. Shava Rakesh Raju, Sr.Engineer (Electrical), Chennai.
 Mr. Aman Kumar Shaw, Sr.Engineer (Elec), Ranchi.
 Mr. Sumon Maity, Sr.Engineer (Elec), Ranchi.
 Mr. Supratik Dey, Sr.Engineer (Elec), Ranchi.
 Mr. Ajay Gangadhara M, Sr.Engineer (Electrical), Chennai.
 Mr. G Naveen Kumar, Sr.Engineer (Elec), Chennai.
 Mr. Shaik Afroze, Sr.Engineer (Electrical), Bangalore.
 Mr. Manish Kumar, Sr.Engineer (Elec), Lucknow.
 Mr. Shubam Raina, Sr.Engineer (Elec), Delhi.
 Mr. Ramesh Kachhwal, Sr.Engineer (Elect.), Chennai.
 Mr. Aman Sinha, Sr.Engineer (Elec), Bangalore.
 Mr. Prince Tiwari, Sr.Engineer (Elec), Kolkata.
 Mr. Ravi Kumar, Sr.Engineer (Electrical), Chennai.
 Mr. Udaybhan Singh, Sr. Engineer (Electrical), Delhi.
 Mr. Arvapalli Bala Prasanna, Sr.Engineer (Electrical), Bangalore.
 Mr. Saurav Kumar Barik, Sr.Engineer (Elec), Kolkata.
 Mr. Sadikmohammad Chandbhai Kadri, Sr.Engineer (Electrical), Bangalore.
 Mr. Paman Bharat Bhushan Sapra, Sr.Engineer (Electrical), Chennai.

Mr. Kirti Prasad Arya, Sr. Engineer (Elec.), Bangalore.

Ms. Neelam Kumari, Sr.Engineer (Elec), Chennai.

Mr. Akshay Rudra, Sr. Engineer (Electrical), Patna.

Mr. Siddesh Upendra Nayak, Sr. Engineer (Electrical), Chennai.

Mr. Hemant Prakash, Sr. Engineer (Mechanical), Mumbai.

Mr. Nayan Rawat, Sr.Engineer (Mech), TLT Pithampur.

Mr. Abhishek Kumar Singh, Sr. Engineer (Mech), TLT Pondy

Mr. Dixit Bhupendra Ojha, Sr. Engineer (Mechanical), Chennai.

Mr. B Mohammed Zahir, Senior Engineer - Mech, TLT-Kancheepuram.

Mr. Arpan Kanungo, Sr.Engineer - (Civil), Bangalore.

Mr. Suravajhala Surya Ashwin, Sr.Engineer (Electrical), Chennai.

Mr. Ambuj Shandilya, Sr.Engineer (Civil), Chennai.

Mr. Vishesh, Sr.Engineer (Elec), Patna.

Mr. Vidyanand Yadav, Sr.Engineer (Elec), Kolkata.

Mr. Rushikesh Haribhau Gutte, Sr. Engineer (Electrical), Chennai.

Mr. Mayank Tyagi, Sr.Engineer (Mech), TLT Pithampur.

Mr. Rohit Kabra, Sr. Engineer (Civil), Kolkata.

Absorptions - GCT

Mr. Manoj M, Supervisor (Accounts), Kolkata.

Mr. Potnuru Sridhar, Supervisor (Accounts), Ranchi.

Mr. Vishnupatruni Hari, Supervisor (Accounts), Ranchi.

Mr. Jasper Masih, Supervisor (Accounts), Ranchi.

Mr. Gudla Hareesh, Supervisor (Accounts), Kolkata.

Mr. Ashwani Kumar Singh, Supervisor (Accounts), TLT Pithampur.

Mr. Jitendra Vikram Singh, Supervisor (Accounts), Ahmedabad.

Ms. Pavithra, Supervisor - Accounts, Chennai Head Qrs.

Ms. M Saradha, Supervisor - Accounts, Chennai Head Qrs.

Absorptions - PGET

Mr. Ratnadeep Kiran Fulambrikar, Sr.Design Engineer (Civil), Chennai Head Qrs.

Mr. Raja Kishore Sahoo, Sr. Design Engineer (Elec), Chennai Head Qrs.

Mr. Mandapaka Ram Sagar, Sr. Design Engineer (Civil), Chennai Head Qrs.

Mr. Apoorv Srivastava, Sr.Design Engineer (Elec), Chennai Head Qrs.

Mr. Akash Kumar Pandey, Sr. Design Engineer (Elec), Chennai Head Qrs.

Mr. Shiv Shankar Yadav, Sr. Design Engineer (Elec), Chennai Head Qrs.

Mr. Ankit Garg, Sr. Design Engineer (Elec), Chennai Head Qrs.

Mr. Ujjwal Kumar, Sr.Design Engineer (Elec), Chennai Head Qrs.

Ms. Athulya. A. T, Sr.Design Engineer (Civil), Chennai Head Qrs.

Mr. Swatantra Verma, Sr.Design Engineer (Civil), Chennai Head Qrs.

Mr. Ardhendu Sekhar Bhanja, Sr.Design Engineer (Elec), Chennai Head Qrs.

RETIREMENTS

Mr. Ganesan A, Manager (Accounts), Chennai.

Mr. Haji Saheb, Construction Manager (Elec), Bangalore.

Mr. Amiya Kumar Roy, Asst. Manager (Accounts), Delhi.

Mr. Ramanathan V, Head - Risk Management, Chennai Head Qrs.

Mr. Dhinakaran V, Cluster Procurement Head, Chennai Head Qrs.

Mr. Imam Hussain, Asst. Manager (Stores), Delhi.

Mr. Gulab Singh, Manager (Stores), Patna.

Mr. Kishori Lal, Asst. Manager (Stores), Delhi.

PT&D (International)

New Joiners

Mr. Shravya Kirshna Bhat, Sr. Engineer - Electrical (TL), Saudi Arabia.

Mr. Salmanuddin Mohammad, Sr. Engineer - Electrical (EHS), Saudi Arabia.

Mr. Ali Mustafa, Sr. Engineer - Civil (QA/QC), Saudi Arabia.

Mr. Imad Ahmad, Sr. Engineer - Civil, Saudi Arabia.

Mr. Mohammed Burhanuddin Siddiqui, Sr. Engineer - Civil (QA/QC), Saudi Arabia.

Mr. Mohammed Farhanullah Khan, Sr. Engineer - Electrical (QA/QC), Saudi Arabia.

Mr. Muhammd Imran, Sr. Engineer - Civil, Saudi Arabia.

Mr. Lumakanta Aryal, Officer Accounts, Saudi Arabia.

Mr. Shahul Hameed Thameemul Anasari, Sr. Engineer - Civil, Saudi Arabia.

Mr. Mohd Salahuddin, Assistant Manager - Civil, Saudi Arabia.

Mr. Mohammed Asif Kamal, Manager - Mechanical (Planning), Kuwait.

Mr. Sameer Dawood Gangrekar, Assistant Manager - EHS, Kuwait.

Mr. Amjad Hashmi, Manager - EHS, Kuwait.

Mr. Vishal Nandkumar Raje, Assistant Manager (Elec) - Planning, Kuwait.

Absorptions - GET

Mr. Hassan Jawad Abdullah Almusallam, Senior Engineer-Civil, Saudi Arabia.

Mr. Ahmed Abdulaziz Abdullah Alnaim, Senior Engineer - Mechanical, Saudi Arabia.

Mr. Hassan Abdulraouf Fahad Alqattan, Senior Engineer - Electrical, Saudi Arabia.

Mr. Abdullah Jassim Salman Alabdullah, Senior Engineer - Electrical, Saudi Arabia.

Mr. Abdulelah Nasser Aldossari, Senior Engineer - Electrical, Saudi Arabia.

Mr. Saad Ibrahim Hamud Al Kulaib, Senior Engineer - Electrical, Saudi Arabia.

Water & Effluent Treatment IC

New Joiners

Mr. Pusuluri Srinivasa Rao, Bengaluru

Mr. Sanjay Saha, Bengaluru

Mr. Abhijit Das, Bengaluru

Mr. Santanu Polley, Bengaluru

Mr. Vijayakumar, Head Qrts

Dr. Suneethi Sundar, Head Qrts

Mr. Arun Kumar K, Head Qrts

Mr. Seenivasan Rajagopal, UAE

Mr. Soumendra Kumar Behera, Bhubaneswar

Ms. Sivashankari S, Head Qrts

Mr. Bharat Narayan, Bengaluru

Mr. Paralagorla Ashok Kumar, Head Qrts

Mr. Syed Haji, Mumbai

Mr. Tarun Bhatia, Head Qrts

Mr. Annamalai V, Head Qrts

Mr. Arumilli Pavan Sriram, Bhubaneswar

Mr. Bhanu Pradeep Kodati, Bengaluru

Mr. Christin Rexi, Srilanka

Mr. Manjunathan K, Bengaluru

Mr. Mohammed Sajid, Qatar

Mr. Niyas Alayan, UAE

Mr. Pradeep K Nair, Bhopal

Mr. Uggina Sravan Kumar, Bhubaneswar

Mr. Vishal Baban Raskar, Head Qrts

Mr. Vivekanandhan Swaminathan, Head Qrts

Mr. Ajay Kumar Chaturvedi, Bhopal

Mr. Mohamed Ramees T, Chennai

Mr. Tadigiri Benson, Mumbai

Mr. Aneesh Cheran Veettil, UAE

Mr. Ankit Kumar, Head Qrts

Mr. Avishek Mondal, Pune

Mr. Mukesh Kumar, Lucknow

Mr. Pushkar Pandey, Mumbai

Mr. Sandip Kumar Tiwari, Kolkata

Mr. Mahmoud Mahamed Mahmoud Sarhan, Qatar

Mr. Laison Thanikal Lazar, Qatar

Mr. Amit Kumar Jaiswal, Ahmedabad

Mr. Arman Husain, Bhopal

Mr. Govind Kumar, Mumbai

Mr. Perambur Mohanarangan Ravichandran, Head Qrts

Mr. Tikeshwar Rathore, Bhubaneswar

Mr. Venkatesh Packerisamy, UAE

Mr. Vilas Shivaji Pagar, Pune

Ms. Ankita Mohanty, Bhubaneswar

Post Graduate Engineer Trainees

Mr. Amir Kumar Rath, Head Qrts

Mr. Ankur Kumar, Head Qrts

Mr. Ashutosh Gupta, Head Qrts

Mr. Avijit Chowhan, Head Qrts

Mr. Avisina Charitej Reddy, Head Qrts

Mr. Avneesh Tripathi, Head Qrts

Mr. Banamali Sahu, Head Qrts

Mr. Dhoddaka Sharath Kiran, Head Qrts

Mr. Gautham Krishna S R, Chennai

Mr. Govind Yadav, Head Qrts

Mr. Gurram Vinay, Head Qrts

Mr. Karnati Sai Krishna, Head Qrts

Mr. Lalit Yadav, Head Qrts

Mr. Machiraju Anurag Swamy, Head Qrts

Mr. Milind Kumar, Head Qrts

Mr. Mohammad Rameez, Head Qrts

Mr. N Sharath Kumar, Head Qrts

Mr. Neel Shaileshkumar Patel, Head Qrts

Mr. Nirbhay Kumar, Head Qrts

Mr. Parth Rajput, Ahmedabad

Mr. Peeyush Sharma, Head Qrts

Mr. Prasant Kumar Kanungo, Head Qrts

Mr. Praveenkumar Karuppiah, Hyderabad

Mr. R Yogeshwar Rao, Head Qrts

Mr. Rajat Chauhan, Lucknow

Mr. Rajdeep Paul, Head Qrts

Mr. Raunak Singh, Head Qrts

Mr. Rishav Kumar Sharma, Head Qrts

Mr. Rohit Baranwal, Head Qrts

Mr. Rohit Kumar, Head Qrts

Mr. Sanchit Anand, Head Qrts

Mr. Sardar Gurudev Singh Khalsa, Head

Qrts
 Mr. Sawan Kumar, Head Qrts
 Mr. Shaik Riyaz, Head Qrts
 Mr. Shubham Soni, Bhopal
 Mr. Sneh Rathore, Head Qrts
 Mr. Subhankar Pal, Head Qrts
 Mr. Thripurari Akshay Kumar, Head Qrts
 Mr. Vaibhav Chandrakar, Head Qrts
 Mr. Vaibhav Varshney, Head Qrts
 Mr. Vinayak Dev, Jaipur
 Mr. Vishnu V.V., Chennai
 Ms. Anagha Girish Malu, Head Qrts
 Ms. Anjana K, Head Qrts
 Ms. Ankita Sharma, Head Qrts
 Ms. Bushra Bareen, Head Qrts
 Ms. Divya Roy S, Head Qrts
 Ms. Karumuri Dhanusha, Head Qrts
 Ms. Khushboo Verma, Head Qrts
 Ms. Priyanka, Head Qrts
 Ms. Pyla Jayasree, Head Qrts
 Ms. Upasana Rana, Head Qrts

Graduate Engineer Trainees

Mr. Abhay Kumar Singh, Chennai
 Mr. Abhay, Mumbai
 Mr. Abhijeet Kumar, Bhubaneswar
 Mr. Abhinav Kumar, Bhubaneswar
 Mr. Ajay Bhardwaj, Mumbai
 Mr. Akash Gangwar, Jaipur
 Mr. Akash Shivram, Bhubaneswar
 Mr. Akhil Kumar Jha, Kolkata
 Mr. Akshay Maurya, Lucknow
 Mr. Akshay Saseendran M P, Indore
 Mr. Amritpal Singh, Jaipur
 Mr. Animesh Gupta, Kolkata
 Mr. Animesh Kumar, Bengaluru

Mr. Ankan Ata, Kolkata
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Mr. Arnab De, Bengaluru
 Mr. Arquam Imam, Kolkata
 Mr. Ashish Priya, Delhi
 Mr. Ashutosh Kumar Safi, Indore
 Mr. Aswin P, Bhubaneswar
 Mr. Ayush Singh, Jaipur
 Mr. Ayush Kesarwani, Bhopal
 Mr. Baldeep Singh, Ahmedabad
 Mr. Chiranjibee Sahu, Head Qrts
 Mr. Debabrata Das, Kolkata
 Mr. Deepak Kumar, Bhopal
 Mr. Devendra Kumar Yadav, Lucknow
 Mr. Dhruv Gupta, Bengaluru
 Mr. Divyesh Kumar Pandey, Indore
 Mr. Gaddam Bharath Reddy, Chennai
 Mr. Gajendra, Kolkata
 Mr. Ganshyam, Indore
 Mr. Gaurav Jain, Head Qrts
 Mr. Gopireddy Avinash Reddy, Ahmedabad
 Mr. Harshit Gupta, Bhubaneswar
 Mr. Harshit Sachdeva, Lucknow
 Mr. Harshwardhan Kumar, Chennai
 Mr. Himank Wadhwa, Head Qrts
 Mr. Himanshu Kumar, Pune
 Mr. Jain Jayesh Rajeshbhai, Head Qrts
 Mr. Jayant Kumar, Hyderabad
 Mr. Karan Munda, Indore
 Mr. Keshab Chandra Sahu, Bhubaneswar
 Mr. Keshav Kumar, Kolkata
 Mr. Kokkonda Prashanth, Jaipur
 Mr. Maliwal Mohit Rajmal, Pune
 Mr. Mantu Kumar Gupta, Kolkata
 Mr. Mohammad Ashfak, Bhopal
 Mr. Mudit Bhatnagar, Pune

Mr. Naveen Kumar, Kolkata
 Mr. Nelvin Mani Kuriakose, Bengaluru
 Mr. Nikhil Kumar, Lucknow
 Mr. Nikhil Mittal, Bengaluru
 Mr. Nilabh Sarma, Kolkata
 Mr. Nitish Kumar, Head Qrts
 Mr. Pijush Akhuli, Lucknow
 Mr. Pothuraju Deekshith, Head Qrts
 Mr. Raghvendra Kumar Yadav, Lucknow
 Mr. Rahul, Indore
 Mr. Rajveer Bose, Indore
 Mr. Reetesh Gupta, Lucknow
 Mr. Rishabh Gupta, Chennai
 Mr. Ritesh Kumar, Bhubaneswar
 Mr. Rohan Tuteja, Lucknow
 Mr. Rohit Kumar Gupta, Ahmedabad
 Mr. Saurabh Pandey, Indore
 Mr. Shahbaz Hussain, Bhubaneswar
 Mr. Shivam Rastogi, Mumbai
 Mr. Shivankar Aggarwal, Jaipur
 Mr. Shuvradeep Majumder, Kolkata
 Mr. Siddharth Jain, Head Qrts
 Mr. Sunny Pratap, Bengaluru
 Mr. Suraj Gupta, Chennai
 Mr. Thesiya Vikas Pravinbhai, Ahmedabad
 Mr. Thummala Kishan Reddy, Bengaluru
 Mr. Tushar Sethi, Ahmedabad
 Mr. V Nitin Chandra Goud, Bhubaneswar
 Mr. Vipul Ranjan, Kolkata
 Mr. Viradiya Divyeshkumar Gopalbhai, Bengaluru
 Mr. Virendra Jangid, Pune
 Mr. Vivek Kumar Jaiswal, Bengaluru
 Mr. Vivek Kumar, Pune

Mr. Vivek Seal, Ahmedabad
 Mr. Yelamarthy Sai Nishanth, Bhubaneswar
 Ms. Aditi Anupam, Bengaluru
 Ms. Akanksha Garg, Ahmedabad
 Ms. Allipurapu Snehitha, Chennai
 Ms. Chandupatla Sahithi Reddy, Head Qrts
 Ms. Chiluveru Apoorva, Bengaluru
 Ms. Dalal Maitri, Delhi
 Ms. Disha Agrawal, Delhi
 Ms. Intasam Anjum, Delhi
 Ms. Kathi Sai Pranathi, Chennai
 Ms. Khushboo Jain, Delhi
 Ms. Kusum Vishnoi, Jaipur
 Ms. Meghana Priyamvada Pullabhatla, Bengaluru
 Ms. P Sumasree, Bengaluru
 Ms. Ponnou Meenaakshi, Head Qrts
 Ms. Poonam Sharma, Jaipur
 Ms. Prachi Mathur, Kolkata
 Ms. Priyanka Kumari, Head Qrts
 Ms. Priyanka Chaurasia, Head Qrts
 Ms. Rachna Gupta, Bengaluru
 Ms. Rajeswari Adhikari, Chennai
 Ms. Reeshman Fathima, Bengaluru
 Ms. Ridhi, Bengaluru
 Ms. S Shweta, Head Qrts
 Ms. Shaik Hashmitha Mohisin, Bengaluru
 Ms. Sriya Arra, Jaipur
 Ms. Swati Naik, Head Qrts
 Ms. Tanya Somani, Jaipur
 Ms. Yellanki Kusuma, Bengaluru

New Responsibilities

Mr. Sudheesh Kumar KP, Head - Special Initiatives, Head Qrts

Mr. Chandrasekhar CH, Head - Supply Chain & Sub-Contractor Management, Head Qrts
 Mr. Rajesh Madhav Khanzode, Cluster Head, Bengaluru
 Mr. Anoop V Kartha, Head-Corporate Centre, Head Qrts
 Mr. Dakshinamurthy V, Cluster Head, Bengaluru
 Mr. Sudhakara Bannur, Head-Business Development (Middle East)
 Mr. Saravanan K, Head - Industrial & Desalination
 Mr. Gurunathan A, JGM (Mech)
 Mr. Chintalapaty VK Mahadev, Head - EDRC (Water International)
 Mr. Subrata Bhattacharya, Chief Engineering Manager (Instru.)
 Mr. Ganesamani S, Project Manager
 Mr. Subramani RK, Cluster Head
 Mr. Sudalaiyandi S @ Saravanan, Project Manager
 Mr. Anil Sharma, Incharge - (West Segment)-Large Water Systems-I
 Mr. Dhanuskodi K, Cluster Head
 Mr. Abhishek Kankan, Sr. DGM (Mech)
 Mr. Balachandar G, DGM - Accounts & Admin.
 Mr. Srinivasan A, DGM - Systems
 Mr. Ganesh P, DGM (Civil)
 Mr. Bisweswar Kumar Sarkar, Project Manager
 Mr. Ashok N, DGM (Mech)
 Mr. Inder Pal Singh, Chief Engineering Manager (Mech)
 Mr. Deepak D Kotecha, DGM - Business Development

Promotions

Mr. Siva Prasad Patnala, Chief Engineering Manager (Civil)
 Mr. Bhogi Ram, Project Manager
 Mr. Rabindranath Chakraborty, DGM - Survey
 Mr. Manoj Rout, DGM (Mech)
 Mr. Sunil Kumar Singh, Cluster Head
 Mr. Ganesh Kumar P, DGM (Civil)
 Mr. Gautam Chand Jain, DGM - HR
 Ms. Sai Radha R, DGM - HR
 Mr. Nagendra Singh, Project Manager
 Mr. Arunkumar T S, Cluster Incharge - Water Business
 Mr. Nagender P, Project Manager
 Mr. Vinay Kumar, DGM (Civil)
 Mr. Aher Vijaykumar Shivram, DGM (Mech) - O&M
 Mr. Shinde Vilas Ramji, Sr. Construction Manager (Mech)
 Mr. Mukesh Chandra Singh, Sr. Construction Manager (Mech)
 Mr. Umayakumar V, Sr. Manager (Mech)
 Mr. Somenath Bhattacharjee, Sr. Construction Manager (Civil)
 Mr. Minersamy M, Sr. Construction Manager (Civil)
 Mr. Nilesh Kumar Jain, Sr. Construction Manager (Civil)
 Mr. Bhaskaran P, Sr. Manager (Civil)
 Mr. Daujee Mudgal, Sr. Construction Manager (Civil)
 Mr. Sanjeev Kumar Dubey, Sr. Manager - Business Development
 Mr. Gopal Krishna Roy, Sr. Manager (Mech) - P&M
 Mr. Chandramohan, Sr. Construction Manager (Mech)

Mr. Prabusekharan M, Sr. Construction Manager (Mech)
Mr. Vikash Kumar, Sr. Construction Manager (Civil)
Mr. Muthuraman C, Sr. Construction Manager (Mech)
Mr. Senthilnathan, Sr. Engineering Manager (Mech)
Mr. Chandrashekhar Poojari, Sr. Engineering Manager (Civil)
Mr. Sanjeev Srivastava, Sr. Construction Manager (Mech)
Mr. Harikrishnan B, Sr. Manager (Mech)
Mr. Anantha Prasanna Venkatesh, Sr. Manager (Mech) - EHS
Mr. Ganapathy Sankar N, Sr. Engineering Manager (Civil)
Mr. Stephen Rajkumar J, Sr. Engineering Manager (Civil)
Mr. Srinivasan B, Sr. Engineering Manager (Mech)
Mr. Kanagaraj S, Sr. Manager (Civil)
Mr. Sathish Kumar N, Sr. Manager (Elec)
Mr. Sudipta Chakraborty, Sr. Construction Manager (Elec)
Mr. Sivakumar S, Sr. Engineering Manager (Instru.)
Mr. Mathimaran, Sr. Engineering Manager (Civil)
Mr. Manikandan S, Manager - Commercial
Mr. Viswanathan S, Manager - HR
Mr. Arijit Mukherjee, Construction Manager (Civil)
Mr. Karthik S, Construction Manager (Mech)
Mr. Mathan E, Construction Manager (Mech)

Mr. Ashok Kumar, Manager - IR
Mr. Mrituanjai Singh Chauhan, Construction Manager (Civil)
Mr. Jayaganthan A, Construction Manager (Civil)
Ms. Sai Sangeetha S, Manager (Civil)
Mr. Vijay Murugesh T, Manager (Mech) - SCM
Mr. Uttam Kumar Sinha, Construction Manager (Civil)
Mr. Manohar Babu Pilla A, Construction Manager (Mech)
Mr. Sanjay Kumar Singh, Construction Manager (Mech)
Mr. Lokesh Kumar Reddy Byrica, Manager (Mech)
Mr. Kishore Reddy Munnangi, Construction Manager (Civil)
Mr. Jaya Kumar S, Manager (Elec) - SCM
Mr. Vasu K, Engineering Manager (Chemical)
Mr. Karthykumar S, Construction Manager (Mech)
Mr. Siba Prasad Satapathy, Construction Manager (Civil)
Mr. Saravanan P P, Manager (Mech) - QA&QC
Mr. Kumar Anand, Construction Manager (Mech)
Mr. Apurba Majumder, Construction Manager (Civil)
Mr. Priyo Kumar Ghosh, Construction Manager (Elec)
Mr. Srinivasan R, Manager - Accounts
Mr. Khimavath Sarath Babu, Manager (Chemical)
Mr. Dani Nirmal A, Manager (Civil) - QA&QC

Mr. Sanjoy Banerjee, Manager - Accounts
Mr. Muruganandam P, Manager - Accounts
Mr. Patil Abheejit Vishwasrao, Construction Manager (Civil)
Mr. Ansuman Rudra, Construction Manager (Civil)
Mr. Derasari Mayur Harendrabhai, Construction Manager (Mech)
Mr. Patil Shivaji Shankar, Construction Manager (Mech)
Mr. Vinayak Prasad Arakere, Construction Manager (Civil)
Mr. Srinivasarao C, Manager - Accounts
Mr. Raj Pal Singh, Construction Manager (Civil)
Mr. Revanasiddappa Badawadagi, Construction Manager (Civil)
Mr. Ramesh A, Construction Manager (Civil)
Mr. Gowri Shankar G, Construction Manager (Mech)
Mr. Jayasankar R, Construction Manager (Mech)
Mr. Vijay Nand Goswami, Manager - Accounts
Mr. Nakade Prashant Laxminarayan, Construction Manager (Civil)
Mr. Sharad Mazumdar, Construction Manager (Mech)
Ms. Sangeeth S, Engineering Manager (Civil)
Mr. Lokesh Garg, Manager (Mech)
Mr. Kulandhaiarasu J, Construction Manager (Elec)
Mr. Vikneshkumar T, Manager (Elec)
Mr. Brajesh Kumar Chaturvedi, Construction Manager (Civil)

Mr. Rachit Sharma, Manager (Civil)
Mr. Vivek Sharma, Construction Manager (Mech)
Mr. Pradeep Kumar Singh, Construction Manager (Mech)
Mr. Balasubramani S, Engineering Manager (Civil)
Mr. Manoj Kumar Dubey, Manager - HR
Mr. Manohara Rao Metta, Construction Manager (Mech)
Mr. Sitakanta Singh, Manager - IR
Mr. Sujit Mallick, Construction Manager (Civil)
Mr. Anjani Nandana Mishra, Construction Manager (Elec)
Mr. Tanmaya Ranjan Mishra, Manager (Mech)
Mr. Naga Sarath Chandra B V, Engineering Manager (Elec)
Mr. Chandra Kant Singh, Construction Manager (Mech)
Mr. Avinash Dwivedi, Construction Manager (Civil)
Mr. Pushpendra Kumar, Construction Manager (Mech)
Mr. Deepak Kumar, Construction Manager (Mech)
Mr. Bharadwaj C V, Manager (Elec)
Mr. Vinoth Kumar R, Manager (Elec)
Mr. Prashant Trikolwar, Manager - IR&Admin.
Ms. Geetha Lakshmi S, Engineering Manager (Chemical) - Process
Mr. Bidyut Dey, Construction Manager (Civil)
Mr. Kale Varun R, Manager - Business Planning

Mr. Prasad, Manager - IR
Mr. Narendra Korrapati, Engineering Manager (Elec)
Mr. Venkata Ravi Animiseti, Construction Manager (Elec)
Mr. Srikirana B, Manager (Mech) - QA&QC
Mr. Ananda Gangopadhyay, Construction Manager (Civil)
Mr. Rama Meyyappan, Construction Manager (Civil)
Mr. Raju Singha Roy, Asst. Manager (Civil) - Survey
Mr. Kannan G, Asst. Construction Manager (Civil)
Mr. Manas Kumar Mandal, Asst. Construction Manager (Civil)
Mr. Karthikeyan A, Asst. Engineering Manager (Mech)
Mr. Subrat Kumar Patra, Asst. Manager - Systems
Mr. Amrendra Kumar Sinha, Asst. Construction Manager (Mech)
Mr. Suchit Kumar Singh, Asst. Construction Manager (Civil)
Mr. Rajesh Kumar Soni, Asst. Manager (Mech) - SCM
Mr. Amiya Kumar Nandy, Asst. Engineering Manager (Mech)
Mr. Kangjam Bhimsen Singh, Asst. Engineering Manager (Mech)
Ms. Sayanti Ghoshal, Asst. Manager - HR
Mr. Senthilkumar N, Asst. Manager - Stores
Mr. Meyyappan L, Asst. Construction Manager (Civil)
Mr. E Harirama Subramanian, Asst. Manager (Civil) - SCM

Mr. Selvakumar G, Asst. Engineering Manager (Elec)
Mr. Vijayakumar V, Asst. Construction Manager (Mech)
Mr. Chandu Kishore P, Asst. Construction Manager (Elec)
Mr. Aswin Devanand, Asst. Construction Manager (Mech)
Mr. Amique Ahmad Hashmi, Asst. Construction Manager (Instru.)
Mr. Shivam Bansal, Asst. Construction Manager (Civil)
Mr. Masud Rana, Asst. Construction Manager (Civil)
Mr. Rajasekaran A, Asst. Construction Manager (Civil)
Mr. Aman Kumar, Asst. Manager (Mech) - QA&QC
Mr. Paramaguru M, Asst. Construction Manager (Mech)
Mr. Kornik Venkata Praveen, Asst. Construction Manager (Civil)
Mr. Rajkumar R, Asst. Construction Manager (Civil)
Mr. Probins Katiyar, Asst. Construction Manager (Mech)
Mr. Mandali Teja Basanth, Asst. Manager (Civil)
Mr. Valluri Viswa Bharath, Asst. Construction Manager (Civil)
Mr. Amireddy Prashanth Reddy, Asst. Construction Manager (Civil)
Mr. Sachidanandam M, Asst. Construction Manager (Mech)
Ms. Garima Naidu, Asst. Manager (Elec)
Mr. Raja Kiran U, Asst. Manager (Elec)

Mr. Seelam Ramanjaneyulu, Asst. Engineering Manager (Civil)	Mr. Sourabh Mukherjee, Asst. Construction Manager (Civil)	Mr. Prabir Kumar De, Asst. Manager - Accounts	Mr. Vimal Das Mandare, Asst. Engineering Manager (Mech)	Ms. Surya P, Asst. Construction Manager (Elec)	Mr. Mohit Kumar, Sr. Engineer (Civil)
Mr. Harsha H K, Asst. Engineering Manager (Civil)	Mr. Mansoor Rahman M, Asst. Engineering Manager (Mech)	Mr. Nishant Raj Mishra, Asst. Construction Manager (Mech)	Mr. Apurba Biswas, Asst. Manager - Accounts	Mr. Subhrajit Moharana, Asst. Manager (Elec)	Mr. Dinesh P, Executive - Accounts
Mr. Ashif Eqbal, Asst. Manager (Elec) - EHS	Mr. Rajkrishnan GR, Asst. Manager - Stores	Mr. Sisirkanta Charchi, Asst. Manager - Stores	Mr. Nathan M, Asst. Construction Manager (Civil)	Ms. Sivagami R, Asst. Manager (Civil)	Mr. Ajoy Karmakar, Sr. Design Engineer (Civil)
Mr. Sujan Goswami, Asst. Manager (Mech) - EHS	Mr. Saravanan K, Asst. Construction Manager (Elec)	Mr. Vignesh A, Asst. Construction Manager (Elec)	Mr. Preetam Kirar, Asst. Construction Manager (Civil)	Mr. Sujith S Nair, Asst. Manager (Civil)	Mr. Naushad Ali, Sr. Engineer (Civil)
Ms. Lavannya B, Asst. Engineering Manager (Civil)	Mr. Patta Dharma Prasad, Asst. Manager - P&M	Mr. Murugesan A, Asst. Construction Manager (Civil)	Mr. Yasharth Sateeya, Asst. Manager - Accounts	Mr. Srisudhan R, Asst. Manager (Elec) - EHS	Mr. Suraj Jediwal, Sr. Engineer (Mech)
Mr. Dev Prakash Das, Asst. Manager (Civil)	Mr. Diptam Bandyopadhyay, Asst. Construction Manager (Civil)	Mr. Balakumar M, Asst. Construction Manager (Civil)	Mr. Thennarasu P, Asst. Engineering Manager (Mech)	Mr. Vissamsetty Sitaram Guptha, Asst. Construction Manager (Civil)	Mr. Sudhanshu Shekhar Dash, Executive - Accounts
Mr. Anirudh K, Asst. Manager (Mech)	Mr. Arvind Kuswaha, Asst. Construction Manager (Mech)	Mr. Muthukumar R, Asst. Construction Manager (Civil)	Mr. Vijay P, Asst. Construction Manager (Instru.)	Mr. Yogesh Pal, Asst. Manager (Mech) - Planning	Mr. Abinash A, Sr. Design Engineer (Civil)
Mr. Asheen Kumar V, Asst. Manager (Civil)	Ms. Leelavathi S, Asst. Manager - Admin.	Mr. Denis J, Asst. Manager (Mech) - EHS	Mr. Yogesh Arun Khutade, Asst. Manager (Civil) - Planning	Mr. Yogesh Kumar, Asst. Construction Manager (Civil)	Mr. Rajpara Hardik Kiritbhai, Executive - Accounts
Mr. Varun V Prabhu, Asst. Manager (Civil)	Mr. Jegannathan J, Asst. Manager - Accounts	Mr. Ramesh B, Asst. Manager - Stores	Mr. Ayush Gupta, Asst. Manager (Civil)	Mr. Swaminathan S, Asst. Construction Manager (Civil)	Mr. Korumilli Venkataswami, Sr. Engineer (Civil)
Mr. Vikas Vats, Asst. Construction Manager (Civil)	Mr. Amit Kumar Singh, Asst. Construction Manager (Civil)	Mr. Monojit Dey, Asst. Construction Manager (Mech)	Mr. Vivek Rai, Asst. Manager (Civil)	Ms. Meenu Unnikrishnan, Asst. Manager (Civil)	Mr. Govindu Rayudu, Sr. Engineer (Mech)
Mr. Ajit Shrivastav, Asst. Construction Manager (Civil)	Mr. Kalyan Venkatesh Kasim, Asst. Construction Manager (Mech)	Mr. Arvind Chawda, Asst. Engineering Manager (Mech)	Mr. Bandi Sudharshan Reddy, Asst. Construction Manager (Civil)	Mr. Amit Sharma, Asst. Construction Manager (Mech)	Mr. Jegathees M, Sr. Engineer (Civil)
Mr. Challa Vighnesh, Asst. Manager (Civil)	Mr. Vijay Kumar Jaiswal, Asst. Construction Manager (Mech)	Mr. Sandeep Kumar, Asst. Construction Manager (Elec)	Mr. Abdulkader R, Asst. Construction Manager (Civil)	Mr. Chinthada Jagadeesh, Asst. Construction Manager (Mech)	Mr. Chidambaram S, Sr. Engineer (Civil) - QA&QC
Mr. Bharatkumar Kolli, Asst. Construction Manager (Civil)	Mr. Saravana Kumar G, Asst. Construction Manager (Civil)	Mr. Dinesh Tapariya, Asst. Construction Manager (Mech)	Mr. Meka Ravi Teja, Asst. Construction Manager (Civil)	Mr. Barath Ramanathan, Asst. Construction Manager (Civil)	Mr. Kuthputhin F, Sr. Engineer (Civil)
Mr. Sanjaya Kumar Gouda, Asst. Manager - Accounts	Mr. Abdullah A, Asst. Manager (Civil)	Mr. Patel Mohitkumar Rameshbhai, Asst. Construction Manager (Mech)	Mr. Rajesh M, Asst. Construction Manager (Mech)	Mr. Jagabandhu DE, Asst. Construction Manager (Civil)	Mr. Sabarinathan M, Sr. Engineer (Mech)
Mr. Aavula Bhupal Reddy, Asst. Construction Manager (Civil)	Mr. Anilkumar V, Asst. Construction Manager (Mech)	Mr. Sathish Mudraboina, Asst. Construction Manager (Civil)	Mr. Gangu Balamuralikrishna, Asst. Manager (Civil)	Mr. V Prabu, Asst. Construction Manager (Mech)	Mr. Selva Kumar M, Sr. Engineer (Mech)
Mr. Padole Dhiraj Yuvraj, Asst. Construction Manager (Civil)	Mr. Gaurav Kalra, Asst. Construction Manager (Elec)	Mr. Srinath H, Asst. Engineering Manager (Mech)	Mr. Deepak Singh Rajput, Asst. Construction Manager (Civil)	Mr. Nesakumar Kalaiarasan, Asst. Manager (Mech) - QA&QC	Mr. Sundarapitchai G, Sr. Engineer (Mech)
Ms. Yadav Mayuri Mansing, Asst. Engineering Manager (Civil) - Process	Mr. Dulal Chandra Mondal, Asst. Manager - Stores	Mr. Ajeesh Kumar B K, Asst. Construction Manager (Mech)	Mr. Somansh Goyal, Asst. Construction Manager (Civil)	Mr. Randhir Prasad, Executive - IR	Mr. Murugavel S, Sr. Engineer (Mech)
Ms. Narmadha M, Asst. Engineering Manager (Civil)	Mr. Suresh S, Asst. Construction Manager (Civil)	Mr. Sriram B, Asst. Construction Manager (Mech)	Mr. Kaniyarasu A, Asst. Manager (Civil)	Mr. Krishan Partap Narayan, Sr. Engineer (Mech)	Mr. Shubham Trivedi, Sr. Engineer (Mech)
Mr. Saravanakumar R, Asst. Construction Manager (Mech)	Mr. Gurusamy B, Asst. Construction Manager (Civil)	Mr. P C Karthik, Asst. Engineering Manager (Elec)	Mr. Rahul, Asst. Construction Manager (Mech)	Mr. Nabendu Bose, Executive - Systems	Mr. Binesh T, Sr. Engineer (Mech)
Mr. Satarajupalli Veeranjanyulu, Asst. Manager (Civil)	Mr. Sheikh Shabbir Isak, Asst. Construction Manager (Civil)	Mr. Gobinath D, Asst. Manager - IR	Ms. Shweta Singh, Asst. Manager (Civil)	Mr. Shaik Shabaz, Sr. Engineer (Civil)	Mr. Rahul Sharma, Sr. Engineer (Civil)
Mr. Saurabh Kumar Agrawal, Asst. Engineering Manager (Chemical) - Process			Mr. Aman Jaiswal, Asst. Manager (Civil)	Mr. Apurba Chatterjee, Sr. Engineer (Mech)	Mr. Rohit Kumar, Sr. Engineer (Mech)
Mr. Lenka Bhaskara Rao, Asst. Manager - Stores					Mr. Avijit Danda, Sr. Engineer (Civil)
					Mr. Sankar Mandal, Sr. Engineer (Civil)
					Mr. Maha Raja A, Sr. Engineer (Civil)
					Mr. Monotosh Mondal, Sr. Engineer (Mech)
					Mr. Lakshmanan R, Sr. Design Engineer (Civil)

Mr. Vijay Ratnala, Executive - Accounts
 Mr. Rajesh P, Executive - Accounts
 Mr. Krishan Kumar Sharma, Sr. Engineer (Civil)
 Mr. Sunil Kumar Rathod, Sr. Engineer (Civil)
 Mr. Radha Kishan Bhadu, Sr. Engineer (Civil)
 Mr. Kaniraja S, Sr. Engineer (Civil)
 Mr. Dholu Ram, Sr. Engineer (Civil)
 Mr. Thangapandian Natarajan, Sr. Engineer (Civil)
 Mr. Vishal Kapse, Sr. Engineer (Civil)
 Mr. Sanatan Moharana, Design Engineer (Civil)
 Mr. Annem Madhu Mohan Reddy, Asst. Officer (Civil)
 Mr. Chowdhari Raja Venkata Santosh Kumar, Asst. Officer - Accounts
 Mr. Devanand Ashokrao Papadkar, Engineer (Civil)
 Mr. Karthik Kirubakaran M, Engineer (Mech)
 Mr. Ravindra Kumar Jain, Asst. Officer - Stores
 Mr. Arunkumar S, Engineer (Civil)
 Mr. Pradeep Kumar, Engineer (Civil)
 Mr. Shubham Awasthi, Asst. Officer - Accounts
 Mr. Vinothkumar N, Asst. Officer - Accounts
 Mr. Harsh Sharma, Asst. Officer - Accounts
 Mr. Addepalli Phanindra Kumar, Asst. Officer - Accounts
 Mr. Vigneshwar T, Asst. Officer - Accounts
 Mr. Ravindran S, Asst. Officer - Accounts
 Mr. Fazil, Engineer (Mech)

Mr. Karthikeyan M, Engineer (Civil)
 Mr. Visanth K, Engineer (Mech)
 Mr. Souvik Patra, Engineer (Mech)
 Mr. Sudipta Patra, Engineer (Civil)
 Mr. Satyam Pal, Engineer (Civil)
 Mr. Sushobhan Das, Engineer (Civil)
 Mr. Vidiwada Yaswanth Kumar, Engineer (Civil)
 Mr. Bhatta Ravi, Engineer (Mech)
 Mr. Ajay Kumar, Engineer (Civil)
 Mr. Sayan Mondal, Engineer (Mech)
 Mr. Souvik Mondal, Engineer (Civil)
 Mr. Kadlag Nikhil Uttam, Asst. Officer - Accounts
 Mr. Karthi S, Design Engineer (Civil)
 Mr. Rameshkrishnan N, Design Engineer (Civil)
 Mr. Sudhakaran S, Design Engineer (Civil)
 Mr. Mohamd Afak, Engineer (Mech) - P&M
 Mr. Mathew Antony V, Foreman (Survey)
 Mr. Thati Seshagiri Rao, Foreman (Elec)
 Mr. Musuluri CS Rao, Foreman (Civil)
 Mr. Binay Kumar Dubey, Foreman (Mines)
 Mr. Radhakrishnan V, Foreman (Civil)
 Mr. Sekar G, Sr. Supervisor
 Mr. Satyajit Gole, Sr. Supervisor - Survey
 Mr. Raj Kumar Ojha, Sr. Supervisor - Welding
 Mr. Mahendra Kumar Singh, Supervisor (Civil)
 Mr. Baljit Sigh, Supervisor (Rigging)

Mr. Deepak Kumar, Asst. Supervisor (Civil)
 Mr. Sauri Routaray, Asst. Supervisor - QA&QC
 Mr. Gurunathan M, Asst. Supervisor
 Mr. Loknath Sharma, Asst. Supervisor (Civil) - Surveyor
 Mr. Rajeev Kumar Singh, Asst. Supervisor (Elec)
 Mr. Rakesh Kumar, Sr. Chargehand
 Mr. Amir Kumar Naik, Assistant
 Mr. Rajkumar Dan, Chargehand (Civil)
 Mr. Arindam Pal, Chargehand (Civil)
 Mr. Manash Maurh, Assistant (Surveyor)
 Mr. Mukesh Jhariya, Asst. Chargehand
 Mr. Bawne Arvind Sudhakar, Asst. Chargehand
 Mr. Selote Nikhil Manohar, Asst. Chargehand
 Mr. Shrirame Satyapal Dinkarrao, Asst. Chargehand
 Mr. Wankar Nitesh Hanumant, Asst. Chargehand
 Ms. Jonnalagadda Chinmayee
 Mr. Nishikant Arvindrao Kalmegh

Absorptions Management Trainee

PGET NICMAR

PGET

Mr. Abhinav Dewangan
 Mr. Ajay Rawat
 Mr. Akshay Goel
 Mr. Aniket Balasaheb Bhosale
 Mr. Ankit Kumar

Mr. Ankit Poddar
 Ms. Ankita Vijay Bahetwar
 Mr. Apoorv Shrivastava
 Mr. Arpan Gupta
 Mr. Ashutosh Kumar
 Mr. Avanish V
 Ms. Bhabana Panigrahi
 Mr. Bijoy Ramakrishnan
 Mr. Bikash Ranjan Rath
 Mr. Chetan Kumawat
 Mr. Chudasama Ravi Pankajbhai
 Mr. Dhiraj Digambar Pawar
 Mr. Divakar
 Ms. Guduru Ashwini Reddy
 Mr. Gyanesh Mangal
 Mr. Hemant Kumar
 Mr. K Prasad
 Ms. Kalla Swetha
 Mr. Kamila Rohit Varma
 Mr. Kommoju Karthik
 Mr. Krishnachandran K S
 Mr. M Vignesh
 Ms. Mahaswetha Ramamoorthy
 Mr. Manas Ranjan Sahoo
 Ms. Manaswini Mishra
 Mr. Mandala Santosh
 Mr. Mittapalli Kedarnath Goud
 Ms. Nalam N V D L H S S Aruna Lakshmi Susmitha
 Mr. Nallala Hari Babu
 Mr. Naman Jain
 Ms. Neeharika Rongali
 Mr. Nitish Abinash Bhoi
 Mr. P Naveen Karun
 Mr. Patnala Sesha Sai
 Mr. Prabhat Gupta

Ms. Prachi Taori
 Mr. Prafulla Pradeep Shingare
 Mr. Pramod Kumar Maurya
 Mr. Pushpak Dipak Besekar
 Mr. Rajat Nayal
 Ms. Ranu Singh Baghel
 Mr. Ravi Shankar
 Mr. Rishabh Sharma
 Mr. Robin Maprani
 Mr. Rohin Jose
 Mr. Rudraraju Mahesh Varma
 Mr. S P Venkatesh
 Mr. Sanjeev Chhetri
 Mr. Sanket Sanjay Padgelwar
 Mr. Shaban Akhtar
 Mr. Shailesh Garg
 Ms. Shalini
 Mr. Shivam Sharma
 Ms. Shivani Chauhan
 Mr. Shravan Gohil
 Ms. Sruthi S Kumar
 Mr. Sumant Kushwaha
 Mr. Suraj Sadashiv Serigar
 Mr. Surendra Kumar Joshi
 Mr. Suwendu Parida
 Mr. Suyash Khare
 Mr. Valeti Srikanth
 Mr. Vishal Sahebrao Sherkhane
 Mr. Vishnu Manoharan
 Mr. Yogesh Kumar
 Mr. Parakh Kumar Chawda
 Mr. Rodrigues Anderson
 Mr. Enike Prapulla Chandra
 Ms. Kolla Teja
 Mr. Shourya Negi
 Ms. Nelapudi Shrivanthi

GET

Mr. Diptiranjana Bindhani
 Mr. Narendra Pratap Singh
 Mr. Rhitam Mapdar
 Mr. Pitan Panja
 Mr. Anmol Jain
 Mr. Ranjeet Kumar Modi
 Mr. Subham Agarwal
 Mr. Ella Anil
 Mr. Ishan Dewangan
 Mr. Pralay Nipane
 Mr. Anand Jaiswal
 Mr. Nagendra Vishwakarma
 Mr. Tejesh Nippali
 Mr. Prashant Kumar
 Mr. Manish Arora
 Mr. Navdeep Singh
 Mr. Dheeraj Kumar Sharma
 Mr. Mohammed Ismail
 Mr. Chintala Paul Nikhilesh
 Mr. Gurram Pavan Kalyan
 Mr. Jeewan Singh
 Mr. Subhash Bishnoi
 Mr. Himanshu Gupta
 Mr. Harshit Kumawat
 Mr. Anurag Sadana
 Ms. Km Honey Shukla
 Mr. Om Madhukar Kumbhare
 Mr. Nishant
 Mr. Valpadasu Saiprakash
 Mr. Sahil Anil Agrawal
 Mr. Rohit Sunil Dhanawade
 Mr. Beeram Venkata Vijaya Kumar Reddy
 Mr. Aayush Jain
 Mr. Sayak Patra

Mr. Pranav Anand Vikram Chandra
Mr. Jeeban Jyoti Panda
Mr. Herculesh Gandhi
Mr. Dibyendu Pathak
Ms. Uppala Supraja
Mr. Anurag Kumar
Mr. Himanshu
Mr. Ashutosh Kumar
Mr. Ankit Biswas
Mr. Rahul Kumar
Mr. Akash Kumar
Mr. Nadimella Vikshay Rao
Ms. Sreeram Nagalakshmi Manasa
Mr. Deepak Kumar Sahu
Mr. Aryan Narayan Deb
Mr. Rajam Joga Rao
Mr. M Navaneeth
Mr. Kumaresan Panneerselvam
Mr. Nishant Kumar
Ms. Himanee
Mr. Jigar J Goswami
Mr. Gautham G
Mr. Prashant Kumar
Mr. Md Imamuddin
Mr. Sreyosh Sen Sharma
Ms. Priyanka Motupalli
Mr. Vishnu P A
Mr. Rahul Kumar
Mr. Laghudeep
Ms. C T Femi
Mr. Monish Kumar
Mr. Rajesh Kumar Yadav
Ms. Razia S
Mr. Rohit Choudhary
Mr. Biprojit Paul

Mr. Rohit Kumar Gupta
Mr. Rahul Kumar
Mr. TikkiSETTI Viswa Narayan
Mr. Rajan Raj
Mr. Harsh Shrivastava
Mr. Vandrasi Naveen Kumar
Mr. Suyash Kumar Jain
Mr. Rahul Kumar
Mr. Krishan Singh
Mr. Ayush Gupta
Mr. Durga Singh
Mr. Kanapaka Srikanth
Mr. Ashwani
Mr. Vikas Kumar Sharma
Mr. Balamurali N
Mr. Nishit B Vyas
Mr. Pulkit Agarwal
Mr. Valina Raghuvamsi
Mr. Patil Yash
Mr. Amit Kumar
Mr. Krishna Kumar Shukla
Ms. Puja Vidyarthi
Mr. Aravindh Muthusamy
Mr. Bhoopalan Surendran
Mr. Lalith Meenakshisundaram
Mr. Parameswaran M S
Mr. Prabu Lakshmiraj
Mr. Ravishankar J
Mr. Sivaraman Arulolie
Mr. Gopikaramanan Dhanasekaran
Mr. Jobin Varghese Mathew
Mr. Sidhaarthan Sukumar
Mr. Surendra Kumar
Mr. Shaik Shafi Ulla
Mr. Kandregula Sai Shashank

Mr. Doshi Shubham Girishbhai
Mr. Kartik Bali
Mr. Prasannajit Pabitra Rout
Mr. Sriram Patnaik
Mr. Dev Nath Pandey
Mr. Sailesh Prabhu

DET

Mr. Abhijit Garai
Mr. Abhishek Mandal
Mr. Abhishek Mishra
Mr. Abhishek Singh Yadav
Mr. Adarsh Jain
Mr. Adarsh Kumar
Mr. Adarsh C
Mr. Aditya Jauhari
Mr. Aishwary Tamrakar
Mr. Ajay Deep Upadhyay
Mr. Ajay Kumar Sharma
Mr. Akshay Kumar Ghosh
Mr. Akshay Venkat Kasture
Mr. Alope Baulia
Mr. Amit Banerjee
Mr. Amit Mondal
Mr. Aniket Bapurao Choure
Mr. Aniket Das
Mr. Anil Krushnapati Gurnule
Mr. Anirban Saha
Mr. Anupam Singha
Mr. Arup Paul
Mr. Ashwinraj
Mr. Atanu Samanta
Mr. Ayan Das
Mr. Baijoo Nath Yadav

Mr. Baratam Yugandhar
Mr. Bhagawan Kailas Badak
Mr. Bhaskar Dawn
Mr. Birajdar Madhav Sudhakar
Mr. Chaitanya Ramlal Balbuddhe
Mr. Chandan Chowdhury
Mr. Chandra Mohan K
Mr. Chetan Sanjeev Patil
Mr. Chitrasen Munnalal Bhagat
Mr. Darshan Dnyaneshwar Jadhav
Mr. Debsankar Hazra
Mr. Deshmukh Varad Chandrashekhar
Mr. Devendra
Mr. Dhananjay Yadav
Mr. Dhiraj Ajay Patil
Mr. Dhirendra Kumar Singh
Mr. Dhrubojyoti Chatterjee
Mr. Gadve Dayanand Vyakat
Mr. Gangiredla Harish
Mr. Gaurav Dagdu Dixit
Mr. Gopal Chandra Mondal
Mr. Gorrepati Indra Kalyan
Mr. Rohit Shivaji Gotmukle
Mr. Himanshu Akhuli
Mr. Himon Roy
Mr. Hrithik Karmakar
Mr. Issa Rohith Kumar
Mr. Jami Ganesh Gupta
Mr. Jay Prakash Verma
Mr. Kishor Namdevrao Barmase
Mr. Kishor Subhash Hemane
Mr. Kousik Maity
Mr. Lokesh Arun Sirsakar
Mr. M Selvaganapathy

Mr. Madhusudan Keshari
Mr. Manas Kumar Mohapatra
Mr. Mayur Pandhari Patil
Mr. Mhaske Rahul Rajendra
Mr. Mohanish Bharat Darekar
Mr. Mrinal Pain
Mr. Muthu Raman A Praveen K
Mr. Nikhil Natia
Mr. Nikhil Prakash Rajput
Mr. Nilanjan Chakraborty
Mr. Nuralam Bhangji
Mr. Omkar Santosh Parbhankar
Mr. Parameswaran P
Mr. Poltu Majee
Mr. Potula Venkata Siva
Mr. Pranav Narayan Pachare
Mr. Pravesh Mishra
Mr. Pravin Shatrughan Khajuriya
Mr. Priyajit Dalui
Mr. Pydi Manohara Rao
Mr. Ragavaprasath Govindarajan
Mr. Rakesh Goswami
Mr. Ratan Mondal
Mr. Rick Bhattacharjee
Mr. Rohan Banerjee
Mr. Roshan Kr Sah
Mr. Rupam Sen
Mr. Rushikesh Sudhakar Mahajan
Mr. S.Bishnu Reddy
Mr. Sabarish
Mr. Sachin Shukla
Mr. Sadananda Kumar
Mr. Saikat Das
Mr. Saikat Swarnakar

Mr. Samarth Rajesh Mule
Mr. Samrat Ali
Mr. Sandip Sanjay Mansuke
Mr. Sanjay
Mr. Sanjay Jana
Mr. Sanjeev Kumar
Mr. Sankar Gopal
Mr. Santanu Maity
Mr. Satym Popatrao Jadhav
Mr. Satyam Savita
Mr. Saurabh Dipak Jadhav
Mr. Sayan Das
Mr. Sayanth V P
Mr. Shailesh Sanjiv Bhosale
Mr. Shashwata Talukdar
Mr. Shivam Singh
Mr. Sivagnanamoorthy
Mr. Soumya Banerjee
Mr. Sourav Chel
Mr. Sourav Rong
Mr. Sourish Mukherjee
Mr. Souvik Ghosh
Mr. Souvik Koley
Mr. Sriram Selvaraj
Mr. Subal Chanda
Mr. Subankar Paul
Mr. Subhamoy Das
Mr. Subhankar Dikshit
Mr. Subhas Metya
Mr. Sudip Pal
Mr. Sudipta Pradhan
Mr. Sujit Das
Mr. Suman Das
Mr. Suman Naskar

Mr. Suman Pal
 Mr. Surajeet Banerjee
 Mr. Tamilselvan B
 Mr. Tanmay Mondal
 Mr. Tarak Banik
 Mr. Thiyagarajan Pakkirisamy
 Mr. Vaibhav Fulwar
 Mr. Vijayanand M
 Mr. Vikrant Girish Bawankule
 Mr. Vinayak Baburao Khune
 Mr. Vishal Gorai
 Mr. Vishal Mahendra Shendkar
 Mr. Vishal Sandipan Pandit
 Mr. Yashwani Kumar Rai

Mr. Sumit Pandurang Patil
 Mr. Durgesh Karbhari Sonawane
 Mr. Abhishek Balasaheb Kaldate
 Mr. Vaibhav Vishwanath Ganacharya
 Mr. Sathriyan Kannan
 Mr. Rajat Roy
 Mr. Rushikesh Ashok Jadhav
 Mr. Hareesh A
 Mr. Tushar Satappa Chougale
 Mr. Suresh Phulsing Pawar
 Mr. Bhushan Ghanshyam Chavan
 Mr. Nithesh K V
 Mr. Prashant Janardan Katkar
 Mr. Abhishek Dilip Pakale

GCT

Mr. Alagendran S
 Mr. Akshat Arora
 Mr. Jatin Rajpal
 Ms. Kruthika T K
 Ms. Mhonal R S
 Ms. Vijayakumar Veena Dhari
 Mr. Praveen J
 Mr. Ravilla Vivek

Retirements

Mr. Ravichandran PM
 Mr. Ravichandran V
 Mr. Suresh CV

Mr. Ankit Mittal; Graduate Engineer Trainee; Design and Construction Runj Dam MP
 Mr. Suryamanyam Kumar; Graduate Engineer Trainee; Katni Grade Separator Project - Package 1
 Mr. Akkati Akhil; Graduate Engineer Trainee; BHEL - Ennore -Civil - Structural work Pkg A
 Mr. Randhir Kumar; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I
 Mr. Saurabh Dwivedi; Graduate Engineer Trainee; BHEL - Ennore -Civil - Structural work Pkg A
 Mr. Ghalib Rehman Mallick; Graduate Engineer Trainee; JSW II - EQ1 to EQ3 Coal Berth
 Mr. Abhas Singh; Graduate Engineer Trainee; Design and Construction Runj Dam MP
 Mr. Seethagari Yaswanth Reddy; Graduate Engineer Trainee; CMRL Central Square Project
 Mr. Aditya Rajendra Shinde; Graduate Engineer Trainee; Mumbai Coastal Road Project - PKG 1
 Mr. Saswat Pattnaik; Graduate Engineer Trainee; JSW II - EQ1 to EQ3 Coal Berth
 Mr. Waseem Raja; Graduate Engineer Trainee; Construction of New Navigational lock at Farakka
 Mr. J Gokul Krishna; Graduate Engineer Trainee; CMRL Central Square Project
 Mr. Raghavendra S; Graduate Engineer Trainee; BHEL - Ennore -Civil - Structural work Pkg A
 Mr. Matheswaran Senthilkumar; Graduate Engineer Trainee; Sea Water Intake TANGEDCO Uppur
 Mr. Rohith S; Graduate Engineer Trainee; BHEL - Ennore -Civil - Structural work Pkg A
 Mr. Sandeep Singh; Graduate Engineer Trainee; Design and Construction Runj Dam MP
 Mr. Sarvajeet Singh; Graduate Engineer Trainee; Design and Construction Runj Dam MP
 Mr. Sanjay; Graduate Engineer Trainee; Design and Construction Runj Dam MP

Mr. Divyam ; Graduate Engineer Trainee; Construction of New Navigational lock at Farakka
 Mr. K Yogeswaran; Graduate Engineer Trainee; Sea Water Intake TANGEDCO Uppur
 Mr. Vijay Kumar; Graduate Engineer Trainee; Construction of New Navigational lock at Farakka
 Mr. Himanshu Mittal; Graduate Engineer Trainee; MTHL Project - Package 1

L&TGeoStructure

New Joiners

Mr. Vinay Ranta; Manager (Civil); Design and Construction Runj Dam MP
 Mr. Mohamed Abdul Rahuman J; Sr. Engineer (Design); Head Qrts

New Joiners - TRAINEES

Mr. Aman Singhal; Graduate Engineer Trainee; JSW II - EQ1 to EQ3 Coal Berth
 Mr. Sanu Raj; Graduate Engineer Trainee; Sea Water Intake TANGEDCO Uppur
 Mr. Diptarka Ghosh; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I
 Mr. Yelati Vamshi Krishna Reddy; Graduate Engineer Trainee; JSW II - EQ1 to EQ3 Coal Berth
 Mr. Kalicheti Mohan Hanish Kumar Reddy; Graduate Engineer Trainee; Sea Water Intake TANGEDCO Uppur
 Mr. Virat Ranjan; Graduate Engineer Trainee; Design and Construction Runj Dam MP

Mr. Navneet Singh; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I
 Mr. Mahesh Kumar; Graduate Engineer Trainee; JSW II - EQ1 to EQ3 Coal Berth
 Mr. Suman Kumar Sadhu; Graduate Engineer Trainee; Construction of New Navigational lock at Farakka
 Mr. Amit G Singh; Graduate Engineer Trainee; Agartala - Akhaura New Rail Link Project
 Mr. Nikhil Anand; Graduate Engineer Trainee; Agartala - Akhaura New Rail Link Project
 Mr. Sagarjit Dhar; Graduate Engineer Trainee; Agartala - Akhaura New Rail Link Project
 Mr. Vivek Kumar Srivastava; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I
 Mr. Devendra Patil; Graduate Engineer Trainee; Design and Construction Runj Dam MP
 Mr. Manoj Jat; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I

Bereavements

Our condolences to the bereaved families of the following employees.



Mr. Pedada Mahesh
 Sr. Engineer (Civil) - Lift Canal System of UIIP, Kalahandi passed away on 11th July 2020



Mr. Baburao Bhimarao Satalgaon
 Assistant Foreman (Civil) - DIAL - Delhi passed away on 16th June 2020



Mr. Pradipta Kishore Sahoo
 Asst. Foreman (EHS) - Baharagora Singhara Road Project - Kolkata passed away on 24th July 2020



Mr. Pramesh Thapar
 Project Manager - P WAY - DFCC CTP-14 (SOJITZ) - Delhi passed away on 7th August 2020



Mr. Ayush Mishra
 Asst. Engineering Manager (Civil) - EDRC - Mumbai passed away on 6th September 2020

Mr. Arpan Sahu; Graduate Engineer Trainee; BHEL - Ennore -Civil - Structural work Pkg A

Mr. Maddika Pavan Kumar Reddy; Graduate Engineer Trainee; Sea Water Intake TANGEDCO Uppur

Mr. Murugan Ganesh; Graduate Engineer Trainee; Katni Grade Seperator Project - Package 1

Mr. Velumuri Venkata Vishal; Graduate Engineer Trainee; Katni Grade Seperator Project - Package 1

Mr. Adarsh Kumar; Graduate Engineer Trainee; Katni Grade Seperator Project - Package 1

Mr. Shivam Shrivastav; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I

Mr. Satish Sharma; Graduate Engineer Trainee; Flood Protection Work Kolkata - Pkg I

Mr. Ankit Gupta; Post Graduate Engineer Trainee; Head Qrts

Ms. Doddapaneni Pranaya; Post Graduate Engineer Trainee; Head Qrts

Mr. Anubhav Pande; Post Graduate Engineer Trainee; Head Qrts

Mr. A Prashanth Kumar Reddy; Post Graduate Engineer Trainee; CMRL KORUKKUPET STATION WORKS PROJECT

Mr. Sachin Maheshwari; Post Graduate Engineer Trainee; Head Qrts

Mr. Arivarasan Kumaravel; Post Graduate Engineer Trainee; Head Qrts

Ms. Chippy Edward; Post Graduate Engineer Trainee; Head Qrts

Mr. Aniket Rajendra Jadhav; Post Graduate Engineer Trainee; Head Qrts

Mr. Madala Baba Shankar; Post Graduate Engineer Trainee (NICMAR); BHEL - PANKI KANPUR - PILING WORKS

Mr. Manoj C R; Post Graduate Engineer Trainee (NICMAR); Katni Grade Seperator Project - Package 1

Mr. Shamik Bose; Post Graduate Engineer Trainee (NICMAR); Flood Protection Work Kolkata - Pkg I

Mr. Harshith G; Post Graduate Engineer Trainee (NICMAR); Ram Janmabhoomi Complex - Ayodhya

Ms. P Kalai Selvi; Post Graduate Engineer Trainee (NICMAR); Head Qrts

New Responsibilities

Mr. Nakkiran R; Head – Corporate Centre; Head Qrts

Mr. Harmis Jose T; Project Director; Katni Grade Separator Project - Package 1 & 2

Mr. Ganesh R; Head Marine & Intake Structures; Head Qrts

Ms. Anila Manoharan; Head – Dams & Bridges; Head Qrts

Mr. Krishnan S; Head – Finance, Accounts & Admin; Head Qrts

Mr. Vetriselvan A; Segment Head – Embedded Structures, Piling & Ground Improvements; Head Qrts

Mr. Senthil Kumar A; Head – Supply Chain Management, Head Qrts

Mr. Ramesh S; Head – Procurement; Head Qrts

Absorptions

Mr. Aviral Singhal; Sr. Engineer - Execution; Design and Construction Runj Dam MP

Mr. Bodla Akhilesh; Sr. Engineer - Formwork; Katni Grade Separator Project - Package 1

Mr. Sagar Bhargava; Sr. Engineer - Execution; Ram Janmabhoomi Complex - Ayodhya

Mr. Aditya Gaikwad; Sr. Engineer - Planning; Cut and Cover Section at Korukkupet-UAA09

Mr. Shreekant Kumar; Sr. Engineer - QA/QC; Flood Protection Work Kolkata - Pkg II

Mr. Sachin Kumar Kesarwani; Sr. Engineer - Execution; Flood Protection Work Kolkata - Pkg IV

Mr. Vikash Kumar Pandit; Sr. Engineer - Execution; JSW II - EQ1 to EQ3 Coal Berth

Mr. Badireddi Bhaskar Rao; Sr. Engineer - Execution; Flood Protection Work Kolkata - Pkg IV

Ms. Mili; Sr. Engineer - Planning; BHEL - Ennore -Civil - Structural work Pkg A

Mr. Manoj Kumar Bachina; Sr. Engineer - Execution; CMRL Central Square Project

Mr. Adithya Pazhoor Abraham; Sr. Engineer - Planning; Sea Water Intake TANGEDCO Uppur

Mr. Yogesh Kumar; Sr. Engineer - Execution; Design and Construction Runj Dam MP

Mr. Lakshmanraj Gopal; Sr. Engineer - QA/QC; CMRL Central Square Project

Ms. Chirakala Kavya Sree; Sr. Engineer - Planning; BHEL - Ennore -Civil - Structural work Pkg A

Mr. Joe Jose; Sr. Engineer (Mech); Construction of New Navigational lock at Farakka

Mr. Abhishek Arvind Kumar Yadav; Sr. Engineer - QA/QC; Construction of New Navigational lock at Farakka

Mr. Ashish Kumar Singh; Sr. Engineer (Design); Head Qrts

Mr. Aravind G; Sr. Engineer (EHS); Sea Water Intake TANGEDCO Uppur

Mr. Asim Jana; Engineer (Civil); Sea Water Intake TANGEDCO Uppur

Mr. Vivek M; Engineer (Civil); BHEL - PANKI KANPUR - PILING WORKS

Mr. Athul Kumar Cb; Engineer - Execution; Sea Water Intake TANGEDCO Uppur

Mr. Avula Mukesh; Sr. Engineer (Design); Head Qrts

Mr. Gokul Prasanth P; Supervisor - Accounts; Sea Water Intake TANGEDCO Uppur

Mr. Gottipala Rajesh; Sr. Engineer (EHS); CMRL Central Square Project

Mr. Jose Tony George; Supervisor - Logistics; Head Qrts

Mr. Debajyoti Sen; Engineer - Execution; Construction of New Navigational lock at Farakka

Mr. Kousik Mondal; Engineer (Civil); BHEL - PANKI KANPUR - PILING WORKS

Mr. Manne Balaji; Sr. Engineer (Design); Head Qrts

Mr. Mohammed Haseeb Ullah Siddiqui; Sr. Engineer (Design); Head Qrts

Mr. Mridul Chitranshi; Sr. Engineer (Design); Head Qrts

Mr. Nikhil Roy; Engineer - Execution; JSW II - EQ1 to EQ3 Coal Berth

Mr. Vivek Deep; Sr. Engineer (Design); Head Qrts

Mr. Vivek Agarwal; Engineer - Execution; Multi modal IWT Terminal at Sahibganj

Mr. Sudip Mondal; Engineer - Execution; Multi modal IWT Terminal at Sahibganj

Mr. Someshwar S; Engineer (Civil); Sea Water Intake TANGEDCO Uppur

Mr. Shanmuganathan S; Engineer (Civil); Sea Water Intake TANGEDCO Uppur

Mr. Moho Aquib Mohd Shafi Sheikh; Engineer - Execution; MTHL Project - Package 1

Mr. Sagar Dhek; Sr. Engineer (Design); Head Qrts

Mr. Rohit Lalji Yadav; Engineer (Civil); BHEL - Ennore -Civil - Structural work Pkg A

Mr. Praveen Nautiyal; Sr. Engineer (Design); Head Qrts

Mr. Paris M Babu; Engineer - Execution; JSW II - EQ1 to EQ3 Coal Berth

Mr. Vishwas M; Supervisor - Accounts; BHEL - Ennore - Civil - Structural work Pkg A

Mr. Sooraj Krishna; Sr. Engineer (Design); Head Qrts

Mr. Aravind G; Supervisor - Accounts; Design and construction of Dwall for IndusInd Bank

Mr. Manish Kumar Yadav; Sr. Engineer (Design); Head Qrts

Mr. Eteash Singla; Engineer - Execution; Multi modal IWT Terminal at Sahibganj

Retirements

Mr. Prabhat Ranjan Mohanty; Manager – Industrial Relations, Design and Construction Runj Dam MP

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