

ECC NEWS

Employee Communication Journal of L&T Construction



**SUCCESSFULLY COMBATTING
THE PANDEMIC BECAUSE
WE ARE ALL IN IT TOGETHER!**



S. N. SUBRAHMANYAN
CEO & MD, Larsen & Toubro

Dear Colleagues,

We are presently facing some of the toughest and most testing times in our living memory. The extent of disruption that the pandemic has caused is unprecedented and the entire country is trying to come to grips with the situation. COVID-19 has left its mark on us at L&T too. Sadly, we have had to face the harsh reality of losing some of dear colleagues despite some of our best efforts to save them. Some of us have lost some of our near and dear ones to this virus. We remember our colleagues who have left us, their wonderful contribution to the organization, their bereaved families, who we hope and pray, will find the strength and courage to bear their loss and eventually move forward in life.

Standing by the nation

As an organization, we remain committed to stand with the country during these turbulent times and contribute to the huge national effort to overcome the adverse impact of the pandemic because nothing is more precious than human lives. Reacting to the dire shortage of oxygen and oxygen generators, we have stepped in to create a long-term solution by globally sourcing generators & parts to assemble them in our manufacturing facility at Hazira to meet the requirements of several hospitals across India. Each unit is equipped with a compressor, dryer, oxygen generator and two storage tanks capable of catering to hospitals or medical facilities with over 1,750 beds for the next 10-15 years. These are fully functioning, plug-and-play models that will absorb air from the atmosphere, convert it into medical-grade oxygen and pump it into the pre-existing pipes for a steady & uninterrupted supply of this life saving source.

We have sourced, procured, and supplied ventilators to numerous hospitals apart from helping to convert several healthcare facilities that we have constructed and others into full-fledged COVID care centres, quarantine zones and COVID testing laboratories.

“ OUR SPECIALLY FORMED COVID TASK FORCES INVOLVING THE ENTIRE SENIOR LEADERSHIP OF L&T HAVE THE RESPONSIBILITY TO REACH OUT AND HELP OUR COLLEAGUES AND THEIR FAMILIES WHO ARE IN NEED. ”

“ As an organization, we remain committed to stand with the country during these turbulent times and contribute to the huge national effort to overcome the adverse impact of the pandemic because nothing is more precious than human lives. ”

Standing by our people

Our specially formed COVID task forces involving the entire senior leadership of L&T have the responsibility to reach out and help our colleagues and their families who are in need. We have converted several of our establishments like the Corporate Technology and Engineering Academy (CTA) in Madh, Mumbai, our CSTIs in Ahmedabad, Cuttack, Chennai, Bengaluru, Kolkata and Panvel, the ECC Apartments in Chennai, hostels, guest & transit houses and even bachelor accommodations at project sites into well-equipped quarantine facilities. Efforts are underway to convert more of our facilities. We have tied up with 100+ hospitals across the country to make quality medical help and treatment readily available to all of you.

Our various HR, IR and Administration teams and many of you in your individual capacities, have been going out of their way to help many of you and your families and our close to 200,000 workmen to get hospital beds, essentials like ventilators, oxygen, medicines like Remidsaver and quarantine facilities in close coordination with the National, State Governments and local authorities.

Led by our Chief Medical Officer, Dr Divyang Shah, we have a helpline for you to reach out for medical consultancy or counselling while our iCALL facility, in association with TISS, is a telephonic counselling helpline handled by trained professionals to help you navigate these tough times and a source for authentic and verified information too.

We have all realized that vaccination is perhaps the only way to either prevent the infection or at least reduce its severity. The fact that 70% of our employees in the age group of 45+ and 10% employees in the sub-45 years group have taken the first dose of vaccination and another 20% have taken the second jab is indeed good news but it is our endeavour to see that every employee gets at least the first dose at the earliest.

At the same time, the management is aware of the wonderful effort of our colleagues at project sites to keep the workmen safe, healthy, and engaged so that they do not leave the sites. Remobilization will be an extremely uphill struggle if it comes to it and it is wonderful that we have been able to retain about 70% of our workforce. All your efforts have been augmented with regular and

sustained communication in the form of films, Doctor’s advisories, SMS & WhatsApp messages, posters, and the like. We do hope that all these will translate into our workmen wanting to stay back with us and help push progress.

Standing strong and positive

It is very easy for us to get despondent and low seeing all that is happening around us, but this is when we must stay strong and positive. The wonderfully stirring and positive stories of recovery from the pandemic of several of our colleagues in the ‘COVID Victor’ series should strengthen us that there is much to look forward to, that like all other problems we have faced in the past, we will overcome this pandemic too. We must keep believing that this is just a passing phase however difficult and trying it may be. As they say, tough times do not last, tough people do. We are confident that like true L&T-ites we will together overcome this challenge too.

Stay strong. Stay focused. Stay healthy & safe. All the best!

“ THE WONDERFULLY STIRRING AND POSITIVE STORIES OF RECOVERY FROM THE PANDEMIC OF SEVERAL OF OUR COLLEAGUES IN THE ‘COVID VICTOR’ SERIES SHOULD STRENGTHEN US THAT THERE IS MUCH TO LOOK FORWARD TO, THAT LIKE ALL OTHER PROBLEMS WE HAVE FACED IN THE PAST, WE WILL OVERCOME THIS PANDEMIC TOO. ”

L&T EARNS HR EXCELLENCE AWARD



L&T was conferred the prestigious HR Excellence Award in the 'Innovation in Onboarding' category for its first-ever virtual GET/ PGET Onboarding programme, Prayag. The award has been instituted by The Economic Times' HRWorld in collaboration with OLX People, with EY as official tabulators. The award was received by Dr C. Jayakumar, Vice President & Head HR – Corporate Human Resources (CHR), on behalf of L&T, at a virtual event held on March 5, 2021.

L&T won the award for demonstrating commitment to investing in the future by designing a unique onboarding programme for 900+ GETs/ PGETs that was 100% remote and designed and executed in record time. Initiatives like remote joining, virtual

induction, the 'Know Your Leader' series and virtual tours were institutionalised as best practices. The programme was designed, delivered, and implemented by the CHR and Divisional Corporate HR teams, with the support of Corporate IT, Information Systems Department, Corporate Brand Management & Communications, and Corporate Communications Department (Chennai) teams.

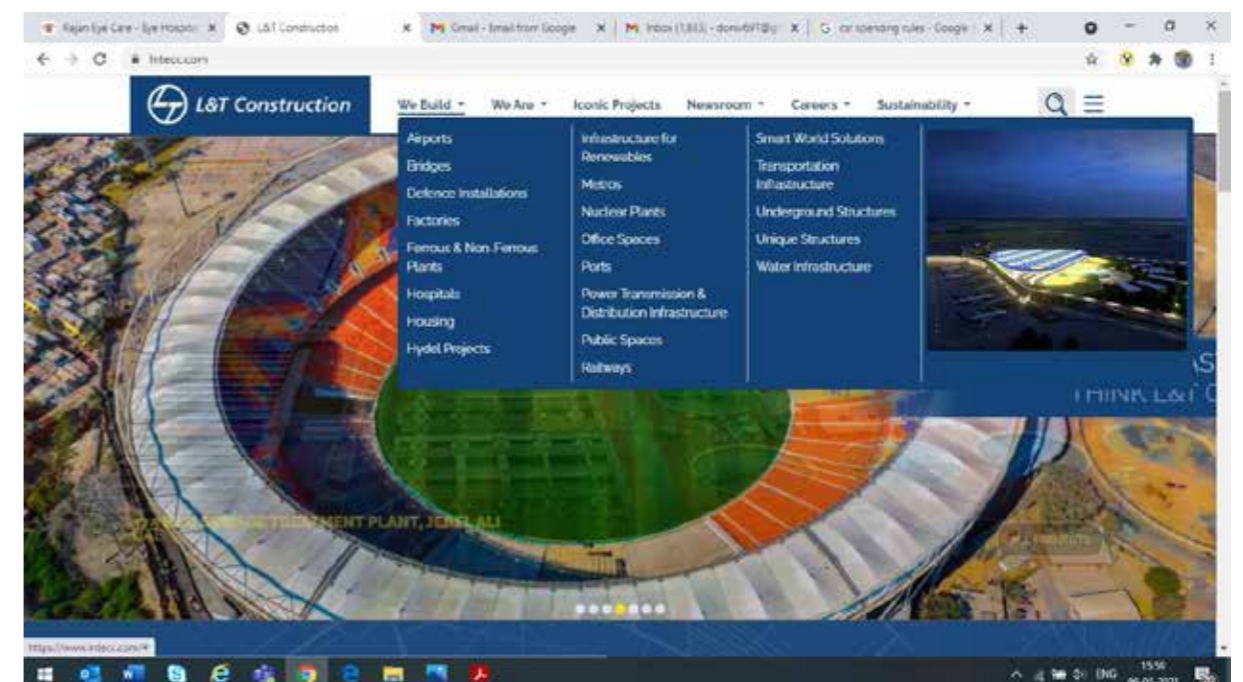
The coveted award felicitates accomplishments of HR professionals in the sphere of recruitment and talent acquisition that are evaluated on several critical parameters – such as uniqueness, execution strategy, impact created sustainability and scalability. This award is yet another affirmation of L&T's increasing use of technology in all spheres, including the facilitation of HR processes.

WELCOME TO THE NEW-LOOK WWW.LNTECC.COM



L&T Construction's Corporate Communications announced that the new-look, freshly designed website for L&T Construction – www.lntecc.com had gone 'live'. Apart from all the 'must-have' information about the various businesses and projects, the site has been consciously given an 'outside in' perspective reflected in the 'We build' section that captures all the infrastructure that

the organization builds. A special section on 'Iconic Projects', a well populated Newsroom updated with the latest press releases, feature stories and interviews of the senior leadership, a 'Sustainability' section showcasing the various efforts at social welfare and 'greening' and a 'Careers' section are some of the other highlights.



CHAMPIONS OF PROGRESS

BUILDINGS & FACTORIES IC



“COMPLETING A PROJECT IS MEMORABLE FOR ME!”

Paresh Biswal

Head MEP Electrical, ELV & BHS Systems, B&F IC

“Every project I complete is memorable for me and gives me a great high,” declares Paresh Biswal, Head – MEP (Electrical, ELV & BHS Systems) which also means that Paresh has enjoyed several highs during his tenure with L&T for the project he is presently with, the development work for Phase 3A of Delhi International Airport, is his 16th! His track record is rich with stints at iconic projects like the Al Rayyan FIFA World Cup stadium in Doha, Qatar, the Salalah International Airport in Oman & Terminal-3 of Delhi International Airport. “My association with L&T has been truly memorable and I am proud to be a part of this organization because of the full freedom you enjoy to take decisions in your area of work.”



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on soft copies,” he informs. “Even our client was very accommodating, agreeing to online approvals and Factory Acceptance Tests in virtual mode that has become the norm now.”

On the issue of workmen re-mobilization, Paresh says, “before easing of the lockdown, we had made all arrangements to maintain social distancing, put up dispensers for hand washing and shared COVID-19 awareness messages with the workmen. When lockdown was lifted, we encouraged them to re-start work at site and within a short span of some two weeks we achieved our pre COVID workmen strength.”

Armed with this freedom, Paresh has been struggling to come to terms with the many challenges posed by the pandemic. “Our two major issues post the unlock were delays in material delivery and reduced number of workmen at site,” he mentions. Realizing the gravity of the situation, Paresh and his team set about developing mitigation plans to tackle the situation. “We managed some of the major deliveries by convincing the respective OEMs to deliver as soon as the lockdown was lifted while request letters were issued to other OEMs to start operating their factories.” To further speed up the process, the team reduced approval time for drawings & documents, followed up rigorously with vendors and suppliers for deliveries, evolved plans to re-mobilize workmen and regularly monitored activities through various digital solutions.

Paresh is appreciative of the support and cooperation of not only his seniors and team members who have been extremely encouraging but various stakeholders too who agreed to stretch themselves to minimize the delays caused by the pandemic. “All our meetings with vendors, suppliers and the subcontractor are through MS Teams or Zoom and approvals for all documents are

Paresh’s life partner is Sashmita, a homemaker and they are blessed with one daughter, Pragati. His native place is the steel city of Rourkela in Odisha. “My favourite pastime is to follow the Indian cricket team but do not get enough time for it,” he smiles.



BUILDING A SOLID CAREER IN PRECAST



and, at the same time, save time and cost. "The BIM drawings can be easily accessed using the centralised BIM 360 platform and with the Precast Digicast App, we can accurately track daily precast production, installations, moulds to element mapping, yard storage configuration and asking rates on a customised dashboard. It has also reduced paperwork and manual intervention," he adds with a nod.

Karunanithi Rajashekar

Senior Construction Manager (QA/QC), B&F IC

Once the lockdown was announced, Production In-charge of the Precast Yard at the CIDCO project in Mumbai, Karunanithi Rajashekar and his team got cracking, effectively using the time to pre-plan activities such as sequencing, resource planning, quickly identifying vendors to accelerate project progress and milestones. As restrictions lifted, he and his dedicated factory team swung into action forming a taskforce to set up the precast yard, a massive production facility with a capacity of about 2 million sq. feet BUA in about 5 months, using the available resources including the help of global mould manufacturers such as Vollert, Germany and Bianchi, Italy for custom built moulds.

"We developed a precast floor plan with reduced element count to construct faster with lesser effort by adopting the concept of 3D POD that combined toilet, bath, and shaft as a single precast element," Karunanithi points out. "We introduced a unique 3D wall that combined two room panels along with the inside loft windowsill and wardrobe wall. These were challenging for me but with the help of the global manufacturers we developed specialised customised moulds that proved successful," he smiles in happy relief.

With the Precast Digicast App, we can accurately track daily precast production, installations, moulds to element mapping, yard storage configuration and asking rates on a customised dashboard.

"We have been using BIM models extensively to plan, estimate quantity and monitor progress," shares Karunanithi, excited about having found an able ally in digitalization to increase productivity

Though progress was hit hard due to lack of workmen and supply-chain disruptions, the team soldiered on to develop new working norms, adopt a more flexible working system, and address the broader concerns associated with the pandemic. "We even established vendors by giving them the confidence and required help to supply material on time."

He is all praise for his seniors Vasantha Kumar and K Senou for their support and guidance and especially for his team for having faced the odds and performed so well. Karunanithi brings with him his experience of having previously worked at the Judicial Complex, Sunworth Provident Housing and Khopoli Precast Factory projects achieving significant milestones through his dedication and commitment.



Hailing from Thanjavur, famous for the Brihadisvara Temple, Karunanithi is married to K. Akila, a homemaker. They are blessed with two boys, Kavi Amudhan and Kalai Vendhan. In his free time, he enjoys playing football.

"The favourite part of working for L&T is the easy acceptance of ideas and a culture that promotes camaraderie among employees," he says, enjoying the company he keeps.

"I HAVE GOT THE OPPORTUNITY TO BE A PART OF THE MANAGEMENT TEAM!"



My seniors believe in my efforts and decision making and have provided all the support and approvals to demobilize and mobilize new manpower.

with newfound confidence. Apart from manpower and material planning, "for efficient material procurement, we had to look at least 4 weeks ahead."

Construction has evolved into implementing lean construction, he opines. "I am not a trained professional, but I did my research to optimize manpower allocation and site logistic planning based on priority. At the same time, I am driving myself to be updated about the current market scenario." He flags off a host of digital initiatives that have driven progress. "We initiated and successfully implemented Procube, implemented a bulk material optimization tool for concrete and reinforcement to

control and minimize scrap, implemented the Safety Start Card and the Conquer Quality App."

Reegan is married to Priya, a homemaker, and they are blessed with a son, Jennish Antony. He likes to spend his free time reading books and listening to songs, regards his wedding day as his life's most memorable moment and is proud of L&T for the organization's courage to handle such challenging projects like Statue of Unity and the Bullet Train.



Reegan Paul Singh

Senior Construction Manager (Civil), B&F IC

The pandemic has impacted people differently. Fortunately, for Reegan Paul Singh at his RAMCO project site at Kolimigundla, the impact has been good. "COVID-19 actually gave us a lot of time to rethink and act afresh in situations," he observes. "I am glad that I have got the opportunity to be part of the Management Team which has in turn encouraged me to play a more crucial role in the pandemic and post-pandemic situation. My seniors believe in my efforts and decision making and have provided all the support and approvals to demobilize and mobilize new manpower." RAMCO is Reegan's 9th project with L&T that includes the iconic Statue of Unity and the challenging IICC, Dwarka projects.

Workmen remobilization was his primary concern when work re-started after the lockdown. "Overall, we mobilized 1,800 workmen, in addition to the 40 at our workmen camp, and trained them adequately to measure up to L&T's safety and quality standards," he shares purposefully. His next objective was to fast-track progress, "for which several variables come into the picture and to control them, we had to maintain proper paperwork to analyse the cycle times by standardizing the formats and designating extra technical staff to keenly monitor the work. Client priorities all change from time to time, but our focus is to fulfill their requirements and, at the same time, ensure a better way of working by strictly controlling cost and time," says Reegan,

THE ABILITY TO TIDE OVER DIFFICULT TIMES



to achieve higher productivity," he shares. The team continuously interacted with the contractors and their teams to motivate them and spread awareness.

"Our client, HIAL, had their own SOPs and guidelines like strictly following 7 days quarantine for new labour entering the site, etc.," mentions Venugopal. Apart from their standard SOPs, a well-planned mechanism at the entry gates itself avoided rush and created more time for work. All meetings, reviews, updates, training sessions were conducted virtually, with restrictions at offices of the authorities, most of the permits

and permissions were made available online to reduce contact with people. "With all these SOPs in place, guidance from our seniors and support of my team members, we succeeded to bring things to normal and push progress," shares a relieved but happy Venugopal.

He is married to Anusha, a homemaker, and they are blessed with two children, Vasha and Varun. Hailing from Nellore in Andhra Pradesh, Venugopal likes to see movies, listen to music, play cricket, and drive off in his car. His life's most memorable moment was when his son was born who has an uncanny likeness to Venugopal's father.



Venugopal Thummapuri Construction Manager (Civil), B&F IC

With able leadership at the helm, we have been able to wade through troubled waters without losing much and perhaps that is why L&T is looked upon as builders to nations.

Already onto his 7th project with L&T at the Hyderabad Airport Expansion project, Venugopal Thummapuri, feels that a sterling quality about L&T is its ability to emerge successfully from difficult situations. "With able leadership at the helm, we have been able to wade through troubled waters without losing much and perhaps that is why L&T is looked upon as builders to nations," he shares in awe. He has been facing a similar situation at his project for after the lockdown with the responsibility on the project team to retain trained workmen without compromising their safety due to the pandemic. "We had to mobilize skilled operators of specialized machinery too," he adds, sighing that implementing SOPs like social distancing was always going to be a Herculean task.

However, made of sterner stuff, Venugopal and his team started developing their mitigation plans after understanding their challenges. "To make up for lost time, we had to start work for which it was important to keep our limited manpower resources healthy," he points out. As new labour was recruited, some brought in on specially arranged buses, they were trained and put to work. Gradually, the work gathered pace. "At the same time, we looked at bringing in new resources under multiple vendors or contractors to speed up work on multiple fronts. Skilled and trained workmen were assigned specific tasks as per their capability

PILOTING A PERFECT LANDING!

Mangesh Sudhakarrrao Joshi Construction Manager (Civil), B&F IC

As an organisation, L&T has the ability to embrace new situations and is resilient when facing complexities to the extent that they become opportunities. No wonder, we are the Builders to Nations.



He sees joy in most things in life that his most memorable moments are too many to list which is the verve and energy Mangesh Sudhakarrrao Joshi exudes at work as well. Optimistic and a go-getter, he admits that the pandemic did initially unnerve him, but he embraced the new normal working systematically, ensuring the health and safety of his workmen and achieving his milestones as Construction Manager at the Rajiv Gandhi International Airport expansion project at Hyderabad.

"It was critical for progress that we retain most of the trained workforce without compromising on their safety," he observes, "despite the migrant workforce determined to leave for their native places." Another hurdle was to remobilize skilled operators of specialized machinery. Apart from keeping their available and limited resources healthy and COVID free, Mangesh and his team worked to bring in new resources under multiple contractors who were mobilized to commence work on multiple fronts to accelerate the work to get a head start to catch up for the time lost.

"Skilled and trained workmen were assigned specific tasks as per their capabilities to achieve higher productivity," remarks Mangesh. The workmen were given daily training to follow the COVID safety protocols at work and home. "Gradually all the resources were arranged and work gathered pace but it was difficult to work within the COVID SOPs and guidelines. Site visits for progress reviews were curtailed and progress was monitored and reviewed using cameras and through video conferencing," he says.

Mangesh is quick to acknowledge the support of his seniors who have been pillars of support by providing guidance in tricky situations, giving the necessary approvals and empowering people like Mangesh to handle their responsibilities without interference. "All our meetings, progress reviews, updates, training sessions, etc were virtually conducted," he says. "Similarly, since there were

restrictions at offices of the authorities, most of the permits and permissions were made available online thus reducing contact with people."

Prior to HIAL, Mangesh has worked at the Mumbai International Airport project where he was In-Charge of Aprons, Runway and Taxiway works and also at the Statue of Unity project as In-charge of M&VC, service building and landscape work.



Hailing from Nagpur, Mangesh is married to Pranjali Joshi, a homemaker. He spends his free time singing, listening to music, watching, and playing cricket.

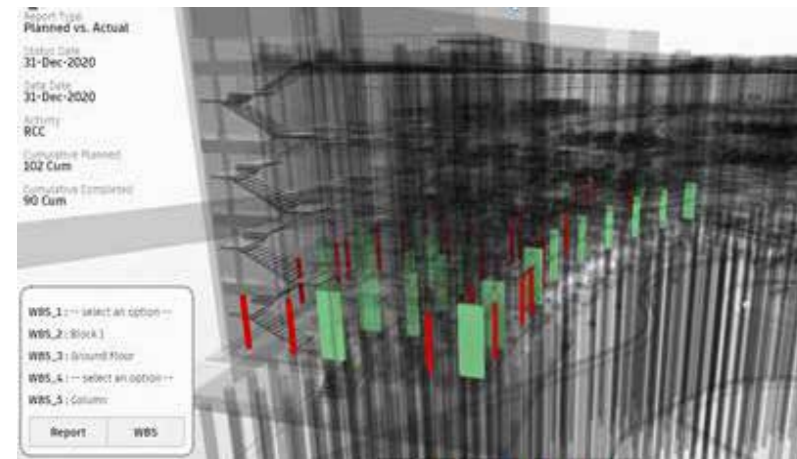
Proud to be an L&T-ite, he says, "As an organisation, L&T has the ability to embrace new situations and is resilient when facing complexities to the extent that they become opportunities. No wonder, we are the Builders to Nations."

PAINTING A BEAUTIFUL DIGITAL PICTURE

Dasam Kishore Kumar

Construction Manager (Civil), B&F IC

Painting is his passion and although Kishore Kumar laments that he does not get quality time for it, he has certainly found the time and opportunity to drive digitalization at B&F in his capacity as Construction BIM Coordinator. "I take care of BIM initiatives, training, and implementation of various Construction BIM technologies across B&F projects namely DIAL, BIAL, HIAL, IIT Bhilai, CIDCO, ACCF, ONGC Kakinada, Nxta Data Center Chennai, NPCI & Raheja Hyderabad." Having joined L&T in 2008 as a GET, Kishore has played various roles in projection execution and coordination during his tenure.



Visual Progress Status at Activity level

Post the unlock, Kishore was fretting about delays in execution works that led to a revision in project schedules, supply chain, logistic planning, and design deliverables. "The challenge was to rework on the entire project delivery sequencing and identify the implications of those changes," he points out. "Another challenge was the delay in procuring the necessary approvals because of the WFH situation." To address these challenges, "we initiated and scaled up the utilization of cloud-based document management systems like (BIM360) with the support of EDRC and Central Digital Engineering teams to connect with different stakeholders and quicken the submission and approval processes in some of our projects."

By adopting digital engineering technologies and making processes LEAN, all the project stakeholders were brought onto a common platform from where they could access the latest information that reduced rework. "We integrated project progress information into 4D BIM, till the last WBS level activity to make progress reviews more visual that allowed the Project Managers and Construction In-charges to clearly understand the delays, foresee requirements better and plan more efficiently," says Kishore. "4D BIM clearly and visually projected the difference between baseline and COVID catchup schedules to the client that helped to get approvals faster."

4D BIM clearly and visually projected the difference between baseline and COVID catchup schedules to the client that helped to get approvals faster.

At the CIDCO project, with the support of the Central Digital Engineering and Digital teams, Procube has been integrated with BIM. "Project progress can be seamlessly updated into BIM to generate 4D BIM model for visual progress reviews and client submissions," shares Kishore, "while at DIAL, we initiated the BIM Kiosk concept to take the live 3D Design information directly to the place of execution that allowed the execution team to access the latest project 3D models for better interface management."

Kishore is a native of Kakinada in Andhra Pradesh and is married to K Ramya Sree who is a bank employee. The love of Kishore's life are his two daughters, D Samashti Ashna and D Sahasra Anha, who is only 9 months old. He recalls a car accident in 2020 from which they thankfully emerged safe.



"For a passionate civil engineer like me, L&T is my dream company," he beams, "and I can proudly say that if something cannot be done by L&T then it just cannot be done!"

PLAN. PLAN. PLAN. EXECUTE.



Syed Fayaz Ahmed Rajebijli

Construction Manager (Mechanical), B&F IC

"In any situation, the secret of success is to plan, plan, plan and execute by breaking the activities involved into micro level," says Fayaz Ahmed, explaining his approach. "It is equally important to have the best team available for a particular task, the involvement of all the team members for quick decision making and information sharing and, in case of repeated activities, planning and re-planning to compress the schedule and duration."

It is equally important to have the best team available for a particular task, the involvement of all the team members for quick decision making and information sharing and, in case of repeated activities, planning and re-planning to compress the schedule and duration.

When operations resumed at his RAMCO project in Andhra Pradesh where he is responsible for the erection of a 60,000 MT capacity limestone storage shed, Fayaz was faced with several issues: shortage of manpower, reluctant vendors, increasing price of consumables and having to take on additional responsibilities as some employees were still stuck at home. "We had to retain our manpower and contractor and with cash flow slow, it was critical to gain the faith of the subcontractor workmen to maintain progress. Locating and identifying fabricated material was tough

as also was tracking in-progress material. In some cases, we made alternate arrangements like plasma cutting when O2 rates went 4 times more."

Despite these challenges, Fayaz and team successfully overcame them with some smart thinking and action. "We re-sequenced our work while starting parallel activities, did micro scheduling, planning, executing, planning for crane utilization as per the lift, continuous, on-the-feet thinking, brain-storming with vendors, seniors and team members to reduce execution time."

Fayaz flags off the erection of the 1213 MT limestone stacker shed structure in just 3 months with 10 major lifts, each weighing around 76 MT. "It was one-of-a-kind structure without any middle support and to start with each lift took 11 days. With continuous improvement, we reduced it to just 3 days," he says triumphantly.

He is quick to acknowledge the support and encouragement from his Project Manager, P Girish Kumar and Mechanical Head, B S Balla to push him to achieve his targets. He mentions Pattenm Ravi, D. Sarkar, Satish & the fabrication team, Charan, Madhavan, Vasu K, for their cooperation during these difficult times.

Fayaz hails from Dharwad in Karnataka, is still single and loves photography, reading, weight-lifting, travelling, and listening to romantic songs of the '90s. His best memories are mostly about the beautiful places he has visited like the Andamans, Leh, Ladakh, Uttarakhand, Himachal Pradesh, to name a few, "with my backpack and camera," he grins.

Before RAMCO, Fayaz has worked at the Wonder Cement Line-1, JK Cement Line2, C-17 Globe Master & Hero Sri City projects. "I am proud of the huge projects that L&T does and what thrills me most is when landing at the airports at Mumbai, New Delhi or Hyderabad, telling my fellow passenger that "Hum ne banaya hai!"

"I AM PROUD TO BE WITH A COMPANY THAT CARES!"

Mrinmoy Basuthakur

Assistant Construction Manager – Civil, B&F IC

"The way L&T looked after our workmen during the lockdown, I doubt if any other company would have come anywhere close for its people," says a proud and grateful, Mrinmoy Basuthakur from his ACCF Project in Assam which is also his 7th with the organization.

"Our main challenge after the lockdown was remobilizing the right kind of workmen," presenting a problem that was the same across the country. "The Government of Assam guidelines stipulated a 14-day quarantine for all workmen coming from other states which these people were unwilling to follow and the new local labour we got were not used to our system so would want to leave at 5 in the evening and were not interested to stay in our labour colonies."

Though their problems were many, Mrinmoy and team also had critical project deliverables. "Our first milestone was to complete the bunker and non-bunker areas in the RT block to achieve our agreed schedule," he shares with a sense of urgency. "We employed some labour from the local Assamese Khalasi gang to do the scaffolding and shuttering work for the 2.4 m deep bunker slab. Once we got our required numbers, we trained them on a regular basis to reach and maintain our quality standards. At the same time, we visited the local areas like Dhubri and Goyalpara to identify local vendors who were involved in constructing local flats." Their effort bore fruit as the team cast the first bunker slab in 29 days and the second, even faster, in just 19 days.

The way L&T looked after our workmen during the lockdown, I doubt if any other company would have come anywhere close for its people.



Apart from liaising with the government authorities for workmen movement outside and within the state, he mentions the role of the admin team to quickly create quarantine facilities at the camp and the effort of the entire team to strictly follow the COVID-19 safety protocols. "We documented our progress with the LPS system," he informs. "Not the same format we follow in our LEAN initiative, but sort of similar with the supervisor accessing it through the visitor booth." Mrinmoy is thankful for his client's help to procure the necessary approvals for workmen movement and permissions from the local bodies. "Our vendors have also stood by us taking all the measures we have asked them to," he adds with a punched fist.



"My wife, Sudipta, is also a Civil Engineer and worked with the Eden Group for nine years," he shares proudly, "but presently, she has sacrificed her career and has decided to stay with me in Assam with a tougher responsibility as a homemaker." Hailing from Batanagar, Kolkata, Mrinmoy loves to watch cricket and read self-help, fiction, detective novels before going to sleep. His son, Aayushmaan's birth has been his life's most cherished moment!

A ROLLING STONE THAT HAS GATHERED A LOT OF MOSS!

G Vinoth Kumar

Assistant Construction Manager (Civil), B&F IC

An outstanding aspect about G Vinoth Kumar's (or GVK as he would like to be called), career with L&T is that his present assignment at the RAMCO Cement project, Kolimigundla, is his 19th! He began his long and two-decade-long association in December 2001 at the Techno Park project in Thiruvananthapuram, Kerala. Although he did not escape the clutches of COVID-19, GVK has recovered well and is playing a big part in his project's effort to make up lost time. "We have accelerated our pace by opting for the lean construction method and utilizing tower crane capacity 100%," he shares enthusiastically, having achieved several of his milestones with LPS (Last Planner System).



Using LPS, we studied two lifts, changed the Fitter-to-Helper ratio for the Jump form installation and reviewed the cycle time of our subcontractor for PT works. By establishing proper protocols for better coordination, we reduced the cycle time for the lift from 15 to just 10 days.

"We have taken pains to identify, deploy and train the right kind of workmen for activities like RIB shuttering, IP & pocket fixing, erection of jump form boards and such like." GVK is especially pleased with his team's success in the Clinker Silo 1 to reduce the cycle time of executing a 3.6 M lift through optimisation. "Using LPS, we studied two lifts, changed the Fitter-to-Helper ratio for the Jump form installation and reviewed the cycle time of our subcontractor for PT works," he points out. "By establishing proper protocols for better coordination, we reduced the cycle time for the lift from 15 to just 10 days."

Other successes are completing 2000 cum of slab concrete, 172 MT of reinforcement and 30 MT of insert plate in July with just 40 workmen. "With continuous and daily monitoring, we completed the concrete slab in just three and half days," he smiles victoriously. "We prepared LPS Daily Tracker Sheets, extended working hours and with complete focus completed the rest of the work in 25 days." GVK attributes his success to his team ably led by

Project Manager, P Girish Kumar, "whose motivation and leadership qualities have always encouraged me to achieve my targets within the prescribed time frames," he says and acknowledges the support of all his team members.

Hailing from Villukuri in Tamil Nadu's Kanyakumari district, GVK is married to S V Sindhu, a homemaker and is blessed with one daughter, V S Avanthika. "My re-designation as Engineer in L & T after completing my Diploma in Civil Engineering, my wedding day and my daughter's birthday are some of my most memorable moments," he smiles delightedly. "I acknowledge my father, A.Gopalakrishnan's love, affection, and blessings and my mother, Mrs. P. Jaya, who has always stood with me and family at all times in my career." His hobbies are cricket, music, and dance. "I hardly find time for any of them, but I am delighted to be a part of this great organization as L&T contributes to humanity," he signs off in style.





SCRIPTING HIS SUCCESS STORY!

Biplab Bhattacharjee
Assistant Manager (Civil), B&F IC

We faced several challenges post the unlock like the huge backlog in sourcing and supply of materials and the fear psychosis all around making it difficult to focus on deliverables but, working together as a team using digital tools extensively, we have been able to move forward.

One of his passions is to occasionally pen poetry or prose and, in the testing, post pandemic times, Biplab Bhattacharjee has been scripting his own success story. As a BIM Coordinator & Planning/Purchase Engineer at the Assam Cancer Care Foundation, an umbrella project of 18 Cancer Care Hospitals in Assam, he is used to working in a fast-paced and challenging construction environment. "We faced several challenges post the unlock like the huge backlog in sourcing and supply of materials and the fear psychosis all around making it difficult to focus on deliverables but, working together as a team using digital tools extensively, we have been able to move forward," he says with an infectious smile.

Biplab and team initially focused on achieving their immediate milestones. Considering social distancing norms, workmen were engaged at various fronts with proper safety and hygiene precautions and, to further accelerate progress, they introduced multiple short-duration shifts. "We monitored progress through Daily Progress Reports (DPR), which were circulated daily to all project stakeholders, including the client," shares Biplab, "and by doing so, any oversight or delays were easily identified as the reports were compiled against weekly and monthly targets. By using other digital tools like Procube, BIM 4D, Digital Stores and WISA, we were able to achieve our targets efficiently." Biplab applauds the constant support of their client, vendors, and associates in their quest for rapid progress.

"As most of the skilled workmen had left prior to the lockdown, we upgraded and re-skilled the existing and new incoming workmen by establishing a Site-Based Training Institute (SBTI) at our Dibrugarh project," he shares. Apart from providing free transportation for the new workmen from their native places, incentives were offered to improve their productivity.

Biplab is all praise for his seniors and fellow team members who were immensely helpful throughout the challenging times reinforcing the belief that at L&T, the employees are indeed a big family.

Hailing from Guwahati, Assam, Biplab is married to Poulomi Chakravarty and loves to play chess, paint, and write, some of which have been published in local newspapers and magazines. Passionate about coding, he has learnt its basics on his own. His most memorable moment is buying a watch for his mother and a smartphone for his father with his first pay check.

Prior to Assam Cancer Care Foundation, Biplab has worked at the Statue of Unity Project as a Site Planning and Procurement Engineer and at Nxtra Data Centre, Chennai as a BIM Coordinator. He revels in the easy camaraderie amongst L&T employees irrespective of designation and cadre. "I have always felt at home at my workplace and it gives me great joy to work for an organization that actively fosters such a work culture," he signs off proudly.



Hailing from Guwahati, Assam, Biplab is married to Poulomi Chakravarty and loves to play chess, paint, and write, some of which have been published in local newspapers and magazines.

BUILDING HIS CAREER WITH DIGITAL BLOCKS

Vishnu Datta Ayenampudi

Assistant Manager (BIM / Digitization), B&F IC

A L&T Build India scholar and having joined L&T from IIT Madras at the Motera Stadium as Senior Engineer in 2017, Vishnu Datta has since been building his career on various digital platforms. At his present assignment at the IIT Bhilai project, he is driving BIM implementation up to LOD (Level of Development) 500. "We are dealing with progression of detailing of BIM models at three significant stages namely LOD 300 - Detailed design, LOD 400 - Coordination among disciplines & inputs from specialized agencies and LOD 500 - As-Built models with the elements modelled as constructed assemblies for maintenance and operations," he explains. "It has been challenging to implement this considering the circumstances and with the many stakeholders involved but working cohesively, we are confident to build long term value associated with intelligent building models," he adds confidently.

The first milestone for the project was to complete all work up to plinth/grade at the slab level. However, several discrepancies emerged between the consultant provided structure and architecture drawings during the LOD 300 model development forcing Vishnu and team to adapt a systematic approach to mitigate the challenges. "We raised 1000+ RFIs highlighting these discrepancies and resolved the issues without hampering site progress." Since the design consultant representatives were unavailable at site due to COVID-19, Vishnu helped organise online workshops with 13+ consultants to resolve the RFIs on priority. 4D Models were used to assess progress with respect to baseline both qualitatively and quantitatively, with the results presented to the site management for review meetings.

As a digital lead, Vishnu is proud that IIT Bhilai Project is one of the first projects at L&T with more than 115 members from 10+ organizations under a single common data environment on the BIM 360 platform. "We have ensured seamless collaboration with design consultants, clients, vendors, site teams and BIM Consultants on BIM 360, a single point data source with all input drawings, 3D Models, Technical Data Sheets, CPWD Specifications, progress mark ups and site photographs. Also, the quantities extracted from BIM models are exercised for billing." A delighted Vishnu is grateful for the support and guidance of Project Director, Rajesh Shukla and Planning Manager, Anil Kulgod.



Born in the village of Sangupalem Koduru, 50 km from Guntur in Andhra Pradesh, Vishnu's family is his mother, Vijaya Lakshmi, a schoolteacher and sister Bhavana, studying M. Sc Agriculture. His memorable moments are his campus life at IIT Madras during the BIS Programme, his contribution to construct the world's largest cricket stadium and of being part of the inaugural 'Namaste Trump' event. He enjoys playing badminton in his free time.

"Every day when I am at work, I realise that I am contributing to the digital revolution of the construction industry driven by L&T," he says with a smile. "It's a beautiful feeling."

Every day when I am at work, I realise that I am contributing to the digital revolution of the construction industry driven by L&T.



FINDING HER VOICE!

Rohini Prabhugaonker

Asst. Planning Manager (Precast), B&F IC



Ramani since the Precast Yard plans to manufacture more than 180 elements a day," Rohini shares. "Currently, I am working on its implementation at site to integrate an inventory management module through Digital Stores to track the large number of inserts/consumables that go into producing a precast element."

Rohini is all praise for the guidance and support from her Project Director G. E Vasantha Kumar, the production and planning teams, K. Senou and his technical services team along with Amit Barde, and his ever-co-operative precast initiatives team as well as CIDCO TFL.

Hailing from Goa, Rohini's inspiration for all her efforts at work is her life partner, Sharmad Nachnolkar, an Engineering Manager, Technology at Paytm. "Music is my passion. I hold a diploma in Hindustani classical music and have won awards at various state level and corporate music competitions," she shares proudly. "I try to find time over weekends to practice vocals, play the guitar and ukulele to keep my passion alive," therefore it is hardly surprising that her life is full of memorable moments.



"The zeal of every team member to discuss to arrive at solutions for every problem arising at site and their never give up attitude is something that inspires me to work here," signs off this proud L&T-ite.

Rohini Prabhugaonker is finding her voice in an industry that is considered challenging for women. "L&T is helping me carve my desired career path that has exposed me to cutting-edge technologies and the opportunity to interact with prominent leaders of the organisation without casting boundaries of hierarchy," she declares, having been absorbed into L&T in 2019, after working in the precast industry since 2014. At her first project with L&T at the PMAY CIDCO Package-4, Kharkopar, Rohini finds herself with a team that set up the Precast Yard in about 4 months to begin production from November-end.

Having had to return to the drawing board, post resumption after the lockdown, to re-work all the calculations for the budget-curtailed factory set up, the team reoriented their sourcing strategy to focus more on local and Indian vendors for specialised material and moulds for casting. Production and dispatch plans were prepared as per installation works, and tracked to various monitoring sheets.

"Being the virtual digital champion for this project, we started off by implementing WISA, the Safety App, IOT, IB4U and Digital Stores." Rohini has also significantly contributed to develop the App to track the precast elements cycle of production, transportation, and installation along with quality checks at various stages. The output from this app serves as an input to view project progress in BIM. "The app was developed with the L&T Nxt team led by Harish



The zeal of every team member to discuss to arrive at solutions for every problem arising at site and their never give up attitude is something that inspires me to work here.

BUILDING TRUST, GAINING CONFIDENCE TO PROGRESS

We realized that we had to build trust and gain the confidence of both these stakeholders (workmen and subcontractors) to make progress."



Anuj Chouhan

Senior DGM (Mechanical), B&F IC

After playing a key role to successfully complete the Delhi International Airport T3 project, that is one of his career highlights, Anuj Chouhan finds himself in familiar surroundings as part of the project team constructing DIAL Phase 3A, IGIA Terminal 1. Anuj, however, would have hoped for a smoother run as progress has been severely disrupted by the pandemic. "Our primary issue was the acute shortage of manpower due to the unwillingness of the subcontractor and their workmen to come to New Delhi that was showing an alarming rise in positive cases," points out Anuj. "We realized that we had to build trust and gain the confidence of both these stakeholders (workmen and subcontractors) to make progress."

"Zeroing in and focusing on the activities in the critical path, we reached out to the grass root workmen in their native places," shares Anuj about their modus operandi to woo the workmen back. "We even sent them pictures of the labour colony and how we were managing the COVID situation. Our people went to their villages to convince and bring them back in specially arranged buses. Our project head K V Praveen Sir, TFL used to conduct special meetings every alternate day with all the senior staff to ensure their engagement and attention."

On the other hand, the team handheld the subcontractors providing them with welders, fitters, plumbers, etc. by coordinating with each of them directly. "MEP is a specialized work with the testing, commissioning & performance obligation of the integrated services lying with the subcontractor, so we resisted stepping in," he says pointedly, "but our ultimate objective is to build an inhouse specialised team to execute these jobs directly including T&C." Daily sunrise meetings were conducted for all services at site to monitor daily targets and address the design / site related constraints if any, with the subcontractor's PM and planning participating.

"We extensively used PROCUBE to daily monitor zone wise progress, apart from other digital tools like Conquer, Digital Store, the EHS App, WISA, the Workmen Connect App, Power BI, Digital Smart Meter, etc.," acknowledging the key role digitalization is playing in improving their efficiencies.

"Another memorable moment for me was the successful completion of TCS Garimapark and its inauguration by the then Chief Minister of Gujarat, Shri Narendra Modi ji," he shares proudly adding that L&T is synonymous with building nations for "we deliver the most challenging projects!"



Hailing from Jodhpur, Rajasthan, Anuj is married to Meenu, who he describes, "is a Primary School teacher in Delhi, besides being a homemaker and the backbone of the family," that also includes his daughter, Hithi and son, Parrama. His weekend hobbies are cricket and listening to old songs.



MICRO LEVEL PLANNING WINS THE DAY

We utilized the LPS and tower crane monitoring to speed up our works to achieve our targets. Our weekly work charts and daily micro level planning were very helpful in our effort.

S Jagadeeshwaran Senior Engineer (Civil), B&F IC

“On one hand, we were faced with the issues relating to the pandemic and, on the other, the need to push progress to make up for lost time,” says S Jagadeeshwaran from his RAMCO site in Kolimigundla, Andhra Pradesh. “We utilized the LPS and tower crane monitoring to speed up our works to achieve our targets. Our weekly work charts and daily micro level planning were very helpful in our effort,” he adds. The micro level data sheets helped the team to both scope accurately and monitor progress on a daily basis.

Like all project sites, the RAMCO site had issues of shortage of labour too forcing the team to mobilize workmen by transporting them in specially arranged buses from several places in North India. “Not only were we able to mobilize sufficient numbers but we were also able to maintain our workmen strength,” he shares with satisfaction.

Jagadeeshwaran, who is at his first project with L&T, had the additional responsibility of training the fresh crop of workmen. “We gave them site level training and monitored their progress daily to boost progress and successfully reduced the cycle time across various activities with the available manpower. During these sessions, we spoke to them about the root causes of COVID 19 and the precautions to be taken to improve their mental health especially when they were feeling down.”

The other component that Jagadeeshwaran had to manage was the subcontractor. “We arranged meetings with them to convey our SOPs and closely monitored their performance to ensure that they were delivering to quality. MS Teams has never been utilized so well,” he laughs.

Success is always the result of good teamwork and Jagadeeshwaran acknowledges the efforts of his Project Manager, P Girish Kumar and Section in-charge, G. Vinoth Kumar to remain in constant touch to allocate the required resources in time.



Jagadeeshwaran hails from Erode in Tamil Nadu, is married to Kiruthiga, a homemaker, and they have just been blessed with a new-born. Seeing her for the first time is his life’s most memorable moment. He loves watching movies during his spare time of which he has very little.

“It is great to be a part of L&T for we build India’s largest, biggest, highest and longest projects,” he signs off proudly.

PT&D IC INKS MOA WITH ODISHA GOVERNMENT TO SET UP A CENTRE OF EXCELLENCE ON TOWER CONSTRUCTION



Power Transmission & Distribution IC has inked a Memorandum of Agreement with the Government of Odisha on 25th January 2021 to set up a Centre of Excellence on 400 kV EHVTL Tower Construction and training on preventive maintenance of transmission lines using the latest drone technology at ITI Hinjilicut.

The MoA was signed between Sanjay Kumar Singh, Commissioner & Secretary, Skill Development & Technical Education Department, Government of Odisha, S Padmanabhan, Head-HR (Operations), PT&D in the presence of Reghu G, IAS, Director of Technical Education and Training, Odisha, P Rajesh Narayan, Head -

Transmission Lines, PT&D, Sumit Ganguly, Sr. DGM, Project Development, and R. Renugopal, Manager – Technical Training, CSTI – Cuttack.

The CoE is expected to meet the huge demand for skilled manpower for the power transmission sector by skilling local youth and upskill trainees who have passed out of ITIs. Drones with thermal camera technology will be adopted to maintain transmission lines by deducting hotspots. The industry will benefit by getting their technicians trained at the centre and enable sustained employment for the local youth in the state of Odisha.

HEAVY CIVIL INFRASTRUCTURE IC BAGS GOLDEN PEACOCK HR EXCELLENCE AWARD

L&T’s Heavy Civil Infrastructure IC won the ‘Golden Peacock HR Excellence Award’ for 2020, adjudged by the Awards Jury under the Chairmanship of Hon’ble Justice M. N. Venkatachaliah, former Chief Justice of India and former Chairman, National Human Rights Commission of India, and National Commission for Constitution of India Refor

L&T is the only Construction Company to win this recognition in 2020 recognizing HCI IC’s innovative, creative, and effective HR and people management practices.

The Golden Peacock Award winners will be recognised and felicitated virtually through a specially organised ‘Golden Peacock Awards Ceremony’, scheduled to be held on April 28, 2021, in the presence of a distinguished gathering of business leaders and participants from across the globe.



HEAVY CIVIL INFRASTRUCTURE IC BAGS ATD BEST AWARD 2021

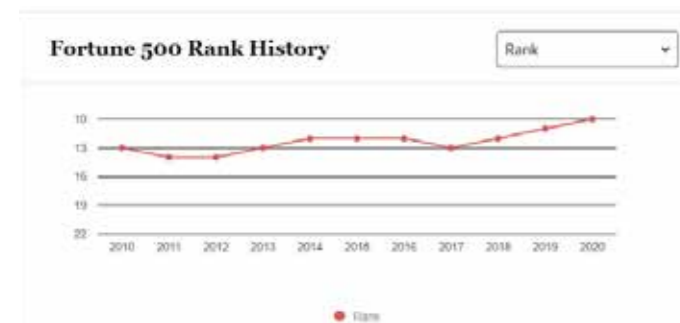
Heavy Civil Infrastructure IC has won the 'ATD BEST' for 2021, an international recognition given by the Association for Talent Development (ATD), USA, formerly known as American Society for Training and Development, the world's largest association dedicated to organizations that develop talent. L&T is the only construction company outside USA to have won this award in 2021.

This Award will be presented to Heavy Civil Infrastructure IC during the ATD 2021 International Conference & Exposition to be held in Salt Lake City, Utah USA from August 29 - September 1, 2021. Heavy Civil Infrastructure IC has always focused on innovations



in Leadership and Organization Development and this award is a recognition for its innovative learning and development initiatives which includes design and training programmes.

L&T IN TOP 10 CLUB OF 'FORTUNE INDIA 500' LIST



L&T has entered the Top 10 club of the 'Fortune India 500' list after steadily moving up in the past three years, ranking 13th, 12th and 11th in 2017, 2018 and 2019 respectively. This achievement came against the backdrop of the challenging economic conditions thrown up by the COVID-19 pandemic.

Releasing the list, Fortune India stated, "This year's Fortune India 500 list is evidence of the challenges India's largest companies had been facing even before the Coronavirus pandemic hit the global economy. However, it also demonstrates the might and resilience of the Indian corporate sector to deal with the challenges and move forward. The global economic landscape is changing rapidly, more so after the pandemic, and Corporate India will need to navigate this new world to stay ahead."

Post the unlock, L&T has been focussing on completing projects quickly and efficiently with safety and quality and, at the same time, conserve cash and bank on their digital solutions.

A major indicator of the health of the corporate sector in India, the Fortune India 500 listing is a definitive ranking of the country's biggest companies.

FORTUNE INDIA 500

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1. Reliance Industries
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10. Larsen & Toubro

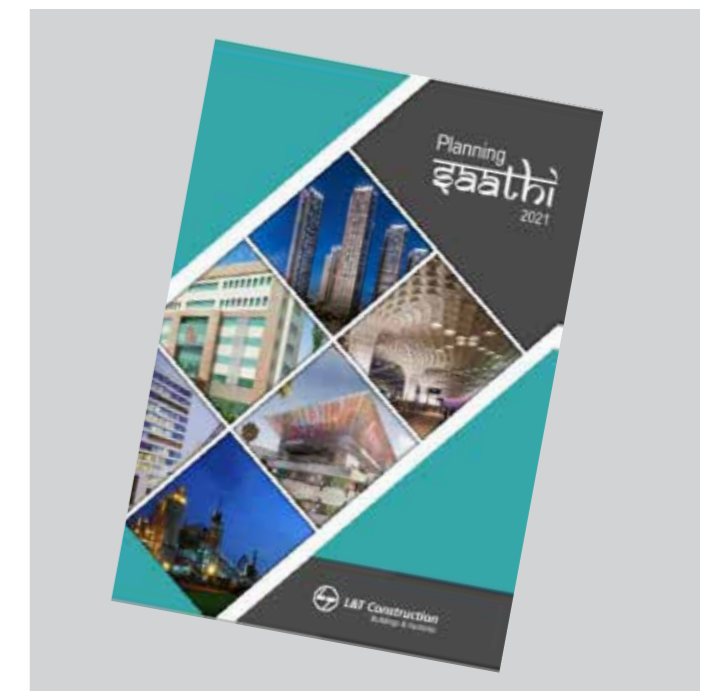
B&F IC LAUNCHES 'PLANNING SAATHI' - A FRAMEWORK FOR PROJECT PLANNING

The digital edition of 'Planning Saathi' was launched by M. V. Satish (MVS), Whole Time Director & Sr. Executive Vice President – Buildings on 20th Mar'21 that will be a huge aid for Planning Heads. It helps to organize and ensure creation of robust planning reports and support Planning Heads to train and develop their teams on various planning functions viz. Contract Administration, Scheduling, Costing, Procurement, Client & Sub-Contractor Billing and Progress Monitoring. MVS, along with V. Sukumar Hebbar (VP & Head CRS SBG) and Sthaladipti Saha (VP & Head PSA SBG) also released the print version.

At the launch, R. Shankar Narayanan (Head-Corporate, B&F) highlighted the objectives & content of 'Planning Saathi', including its implementation plan and way forward and informed that it was the outcome of a collaborative effort of the working group of V. Swaminathan & team from Corporate Centre Functions, in consultation with other subject matter experts from B&F IC. Niranjan Simha emphasized the need to obtain data consistently by standardizing and digitalizing reports for better project monitoring and control, including contract administration.

Sthaladipti Saha stressed the need for uniformity in planning competency across project sites and was confident that 'Planning Saathi' would soon be a ready reckoner for Planning teaHe also emphasised digitalizing reports, integrated with BIM, to avoid multiple data entry by project teaV. Sukumar Hebbar expressed

that the tool would assist project teams to record ample data for towards escalation, claims and EOT for effective contract management. The web-version of 'Planning Saathi' can be referred (with access control) though the link <https://apps.bnfc.tech/saathi>



CHAMPIONS OF PROGRESS

HCI IC



ALWAYS FINDING WAYS & MEANS TO DELIVER FASTER

Roopesh Kumar Dandapat

Senior Manager (Precast), Heavy Civil IC

Speed has become the operative word as businesses and projects strive to play catch up. For Roopesh Dandapat, Precast Yard In-charge at the MTHL Package-3 project in Mumbai, the situation is no different. "Of the 3Ms, I handle two of them – Material & Manpower," he explains. "Material had been ordered but due to rectifications, the blister panels used for segment casting were delayed and the factory was also closed due to COVID-19. Even if the panels had arrived, we would have struggled as we had zero manpower in the Precast Yard." The fear of Mumbai being a hot COVID zone was deterring workmen despite which some were arranged for shorter periods of time and production re-started. "Our strategy was focused to reduce cycle time of our various activities as we had to make up for lost time," reminds Roopesh.

He and his team drove progress by following a few basic rules of functioning. "My team members and I discussed about the scheduling of works to create a progress outline to track the different work fronts, we established goals and every team member was clear of the milestones to be achieved. We agreed upon clear deadlines and regularly monitored progress." His SOPs were brief, easy-to-understand and he used documents to show action to achieve targets. "Quality control was critical, and we ensured quality output and uniform performance for the segment castings," he adds.

Although at his first project with L&T, Roopesh is glad that his seniors gave him a free hand to accomplish his goals in the stipulated time; he is also grateful for his team's support in his success. "With the help of Arvind Nerurkar Sir, Satya Prakash Sir, and my P&M team, we introduced a push pull mechanism by using gears added to the existing inner trolley formworks of PCY segments for the moulds to easily move that significantly reduced the cycle time. This earlier was a time-consuming, manual process," he says, flagging off a major triumph.

Apart from using the Safety App, Roopesh says that the silver lining has been the increasing internet penetration and automation. "We are able to take decisions quickly, eliminate communication



To work in L&T was my dream, I am proud to wear the L&T logo and I feel that I am in my No. 1 workplace.

gaps which directly helps in improved workflows, lower costs, better resource management and faster turnaround times."

Roopesh hails from Baripada, Odisha and is married to Sanjukta, a homemaker, "who," as he says, "cares and looks after me and my adorable children," who are Ishita and Akshita. "I love playing cricket, listening to music and going on long drives," he smiles adding that his working stint abroad was memorable as was the feeling when he laid his child on his lap for the first time.



"To work in L&T was my dream, I am proud to wear the L&T logo and I feel that I am in my No. 1 workplace," he declares.

KEEP THINKING TO COME UP WITH NEW IDEAS



Santhosh Kumar S R
Senior Engineering Manager (Civil), Heavy Civil IC

L&T gives you the opportunity to take decisions and course correct in case of mistakes. It teaches you to be responsible for your decisions and helps self-improvement by providing excellent training. I have learnt mainly by facing challenges.

One aspect about L&T that Santhosh Kumar holds very dear is that it is a great place to learn. "In fact, I have learned something new every time," he states, referring to his 4-project long association with the organization. When faced with the onus of pushing progress at his present assignment at the Mumbai Trans Harbour Link project, he ticks off three things that they adopted as a team: "Change the methodology from what was tried previously, think of alternate methods to meet targets and try unique methods that have not been done in the past."

It is good that Santhosh and his team have adopted this open-minded approach as they were facing some major challenges at site. "We had to re-look at our erection & dismantling methodology for superstructures," he shares. "We were forced to redesign the foundations due to a change in the strata after excavation, we had to contend with frequent design changes proposed by the client and design approvals of ROB although," he adds, "major approvals had already been taken prior to design from external stakeholders like NHAI, the Railways and CIDCO."

Speaking about innovative approaches, Santhosh describes a noteworthy one from MTHL. "We observed that the portal rebars were being tied in situ on an erected platform that was

both time-consuming and risky. Instead, we proposed a cage fabricated on the ground so that the staging and shuttering works could be carried out parallelly. The cage was finally lifted by a crane and placed on the erected staging. We were able to complete this activity in 1-2 hours so that we successfully cast the portal ahead of schedule," his smile is indicative of their success. Another innovation was to reduce the time taken to dismantle the underslung system from a minimum of 20 days to 10 days, with reduced manpower.

Santhosh mentions kick-off, weekly progress & design meetings to keep the ball rolling; method statements and checklists are prepared for each activity and circulated. "All the activities use checklists to guarantee that steps are followed in order and we ensure that all activities are carried out as per SOPs checked by periodic/detailed inspection," he shares.

Santhosh loves trekking, cricket and exploring new places with his wife, Chaitra G, a homemaker, and his children, Gagan SS and Vismaya, his daughter whose birth is one of his life's most memorable moments. He is a native of Davangere in Karnataka.



"L&T gives you the opportunity to take decisions and course correct in case of mistakes," he reiterates. "It teaches you to be responsible for your decisions and helps self-improvement by providing excellent training. I have learnt mainly by facing challenges," he rounds off.

ALWAYS RISING TO ANY OCCASION

Sachin Pansare
Senior Construction Manager (Civil), Heavy Civil IC



"I admire the professionalism at L&T and our ability, as an organization, to rise to any occasion, especially if there is a crisis or a challenging situation facing our country," shares Sachin Pansare, who at the Rapid Rail Transit System project P3, L1 at Ghaziabad is at his third project with L&T after stints as Construction Manager at the Hyderabad Metro and Chennai Metro rail projects. "Post the unlock, our main issue was mobilization of resources, mainly skilled manpower," remarks Sachin. "and we have actually developed a 'new normal' culture among our workmen at site due to the pandemic."

Sachin and his team made good use of the lockdown by pre-planning many of their activities to be ready to mobilize and achieve immediate project milestones as soon as operations resumed. "Our pre-planning involved preparing resource mobilization schedules, design approvals, material finalization that helped greatly in accelerating progress," says a determined Sachin. "We monitored progress, planned versus achieved, both physically and virtually with software tools," he says. "Overall, as a team we strictly adhered to the guidelines issued by the government and our senior management and carried out works in line with the SOPs that helped us achieve our targets."

Our pre-planning involved preparing resource mobilization schedules, design approvals, material finalization that helped greatly in accelerating progress. We monitored progress, planned versus achieved, both physically and virtually with software tools.

For the workmen, the team conducted pre-deployment checks before reaching the site including general medical tests at their

hometowns. "This way, they could start work immediately without endangering others already at work," Sachin says. Regular briefings and pep talks kept the workmen engaged and in the right frame of mind to work at site.

Digital solutions helped Sachin and his team improve efficiencies at site. "Apart from conducting all our meetings virtually, digital tools helped us monitor our progress to ensure that work proceeded smoothly and safely. Most importantly, online billing helped us to process our bills and receive payments without compromising on the safety of the staff and workmen." Sachin is quick to acknowledge the support of his seniors and the contribution of his team members during this tough phase. "It has been a test and triumph of teamwork," he gives a thumbs up.

Sachin is from Hyderabad and is married to Rashmi, a homemaker, and the couple are blessed with a daughter, Samridhi, whose birth is one of his most memorable moments. The other is his wedding day. "I like playing cricket and listening to music but rarely find the time for them," he says with a slightly sad smile.





BUILDING BRIDGES FOR A LIVING

Akhilesh Kumar Singh
Construction Manager (Civil), Heavy Civil IC

He can be considered a bit of a 'bridge specialist,' for after joining L&T on September 15th, 2014, Akhilesh Singh started to work on the 3rd Narmada Bridge project as Deputy Construction Manager after which in October 2017, he was transferred to work on the 3rd Mandovi Bridge project. From July 2019, he has been involved in constructing India's longest sea bridge, the Mumbai Trans Harbour Link.

His pandemic related challenges were the non-availability of workmen, junior engineers, supporting staff, the consultant and how to safely transport his people. "As soon as the lockdown was announced, which lasted from March 21st to April 20th, I immediately called my immediate superior and our Project Manager to discuss the way forward with our client and the administration," recalls Akhilesh. The timely action of the team resulted in the project receiving special work and vehicle passes to commence work.

Like true L&T-ites, we converted a crisis into opportunity and doubled our daily activity targets with limited manpower and resources and succeeded with the help of our seniors, subcontractor, consultant, and project team.

"Like true L&T-ites, we converted a crisis into opportunity and doubled our daily activity targets with limited manpower and resources and succeeded with the help of our seniors, subcontractor, consultant, and project team," he shares, recognizing the rewards of teamwork. "In fact," he adds, "I targeted for bigger work fronts in terms of both quantity and invoicing due to our limited resources and set daily, weekly and monthly targets that were diligently reviewed every 3 days with our staff and subcontractor."

At the same time, the team strictly followed all the health advisories and guidelines issued by the government and the management to

stay safe in the face of COVID-19. Akhilesh specially marks out the effort of the EHS and admin teams in this regard.

Akhilesh's native place is Azamgarh in Uttar Pradesh. He is married to Supriya, who is presently a homemaker taking care of him, his son, Advik and their home, but is planning to take up the job of a schoolteacher shortly. "I have several hobbies," he laughs, "playing chess, singing, and studying statistics related to our country and world infrastructure. Normally, I follow them over weekends." He has several lovely memories to share: an award he received from his previous company, his marriage, becoming a father, joining L&T and, of course, winning an award from the Governor of Goa for his contribution towards constructing the 3rd Mandovi Bridge.



"In my experience, L&T differs from other companies on three aspects," he opines in conclusion. "Here, our priority is safety and Vision Zero Harm, then excellent quality and finally productivity which is not the case elsewhere and that is why we are known as builders of nations!"

TUNNELLING INTO UNKNOWN TERRITORY



Sunil Kumar Khatri
Construction Manager (Civil), Heavy Civil IC

Tunnel Construction Manager at the challenging Rishikesh-Karnaprayag Rail Line Tunnel project, Package-2, Sunil Khatri is on home ground for he hails from Roorkee in the Haridwar district of Uttarakhand. However, he finds himself facing multiple new challenges as he strives to push progress despite the pandemic. Lack of workmen was his primary issue, and is thankful to the project management and admin teams for stepping in to mobilize some workmen from within the state to restart works with limited resources. "Here, we are using the NATM method which is a new technology for most of the subcontractor workmen," he points out, "that requires close monitoring of individual activity. With continuous site base training for the workmen, we started with tunnel excavation of 40 m a month and gradually pushed it up to 60 m within 3 months against the targeted progress of 55 m for the escape tunnel in B3 class rock."

The team had commenced excavation from the Byasi Escape Tunnel 45 days before the scheduled start date by concentrating resources in one location and opening multiple parallel working benches. "We planned our activities in such a way that we could shift our equipment from one location to another after every shift so that non equipment related activities could parallelly happen at both locations." Sunil adds that the activities were so sequenced that not more than 3 to 4 workmen were together at any given time. The sequencing was also being constantly improvised based

on the available resources to ensure smooth progress. "Further, since the market was uncertain and volatile, we sourced and ordered resources from multiple vendors to maintain a continuous flow of material."

Cycle time for every activity was monitored daily for improvements. "Progress for the day was compared with that of the previous day for daily improvements," Sunil remarks, "and with continuous training and monitoring, we successful brought things to normalcy within three months." Monthly targets were fixed based on the overall schedule in consultation with the seniors and team members. "The Wi Fi network we installed inside the tunnel has hugely improved the communication system," Sunil enthuses, "that helps us to monitor what is going on inside the tunnel better and manage our resources inside."

Progress for the day was compared with that of the previous day for daily improvements and with continuous training and monitoring, we successful brought things to normalcy within three months.

Sunil, at his third project with L&T after stints at the Parbati and Punatsangchu hydroelectric projects, is married to Jaya, a homemaker and they are blessed with a son, Aryan. "I love to watch cricket and listen to Hindi movie songs," and flags off his completion of B Tech in civil engineering from Patiala's Thapar University as one of his most cherished moments.



"I am proud to be an employee of L&T which is both a leading construction company in India and a most professionally managed company," he says in conclusion.

“WE, AT L&T, NEVER GIVE UP!”



What I admire most about this esteemed organization is the ‘Never give up’ attitude that really motivates me to perform even better.

M Jaya Prakash

Deputy Project Manager RRTS-P3, L1, Heavy Civil IC

“What I admire most about this esteemed organization is the ‘Never give up’ attitude that really motivates me to perform even better,” shares M Jaya Prakash, obviously proud of the company he keeps, an attitude that has gone a long way to sustain the organization to overcome the challenges posed by the pandemic. Presently, at the Rapid Rail Transit System - Package 3 Lot 1 in the Delhi NCR region after a stint as Station In-charge at the Chennai Metro handling the underground construction for three stations, Jaya Prakash has had his fair share of issues during and after the lockdown.

“Reaching the site to ascertain the actual situation was in itself a major task,” he says with a shake of his head. “Getting workmen to secure the open site and do important works during lockdown was next to impossible. Managing them, controlling their agitation, and then transporting them back to their hometowns after the unlock were tough tasks. At the same time, we had to push progress for which we concentrated only on immediate milestones rather than spreading the workforce across locations.” The team clearly identified groups of workmen and engineers for each task and asked to do only the allotted work. No shuffling was allowed, and each group was regularly monitored for COVID symptoms.

“Our client formulated a fool proof protocol to be followed by us to start the work at site after lockdown that we positively accepted and demonstrated our L&T capability of following all the required protocols,” Jaya Prakash points out. “In fact, our protocols were even tougher.” Progress of works was digitally monitored, all discussions with engineers and workmen at site

were on MS Teams and Google Meet and all the required permits were digitally raised and approved by all departments before the start of an activity.

Tough times test teamwork and Jaya Prakash is happy that his team has held its own in a tough situation. “Our Seniors and team members have been very cooperative and understanding,” he says earnestly. “They are always ready to discuss the difficulties faced at site locations related to the COVID protocols and provide valuable inputs to speed up the work without breaking the protocols.”



Hailing from Dharmapuri in Tamil Nadu, Jaya Prakash is married to Poorani, a homemaker, “who has the extra responsibility of looking after my family and my mother since I cannot devote time due to my site pressures,” he says sadly. They are blessed with two sons, Gautham and Ragunathan. While listening to some good music and reading relaxes him, Jaya Prakash recalls an unplanned trip that he took with his family. “It was thrilling not knowing where our next stop was,” he laughs, his face bright with fond memories.



STRIVING TO KEEP HIS PROJECT SAFE AND FUNCTIONING

Ajai Pratap Singh

Manager (Industrial Relations), Heavy Civil IC

The outbreak of the pandemic put enormous additional pressure on the project admin and IR teams to engineer ways and means to keep their people safe and their projects sites and offices functioning. Ajai Pratap Singh found himself in a similar situation at the Rishikesh-Karnaprayag Rail Project. “Our project fronts are at five locations spread over 20 km and I had to arrange for workmen accommodation at all these fronts to avoid or at least reduce their travel from one place to another,” he shares his responsibilities.

It was most difficult to procure the statutory permissions from the government authorities especially during the lockdown as either their offices were closed due to positive cases or the officials were working remotely. “It was only after close and continuous follow up and liaising that we could get all the required permissions for the batching plant, crusher, use of explosives, borewell, electricity, draw water from the Ganges, aggregate storage permits, short term permits (mining) on time,” Ajai says.

At a point when positive cases started to spike, the team conducted COVID testing for all the staff and workmen with those positive, removed to quarantine centers. “We did about 800 tests in two days,” Ajai inforTo meet the project demand for manpower, Ajai and his team arranged for several workmen from within the state while those coming from other States were accommodated separately for 7 days before engaging them for works. All other safety protocols of daily sanitization of the work area, wearing masks, daily temperature monitoring for all and restricted entry at site for unauthorized personnel were all strictly followed.

We continuously motivated the workmen and built up their confidence by demonstrating our arrangements for them. We worked as a team which is the only reason why we succeeded.

“We continuously motivated the workmen and built up their confidence by demonstrating our arrangements for them,” mentions Ajai. “We spread awareness during our daily interactions with them, persuading them to follow the guidelines to prevent the virus.” Ajai is very happy with the support of his seniors and team members for this tough task. “We worked as a team,” he says, holding both hands together, “which is the only reason why we succeeded.”

On his personal front, Ajai is married to Sweta, a homemaker, and they are blessed with two children, daughter, Ashmita and son, Vaibhav. He loves to play cricket and listen to old music, but time is a constraint. “What I did for my parents with my first salary is what I hold very dear to my heart,” he shares with feeling.



“I am proud to be an employee of India’s No. 1 construction company that is so professionally managed,” he says, “and I enjoy the freedom of work that is unique to L&T.”

EVERY MILESTONE ACHIEVED IS A SMALL VICTORY

Rahul Bhushan Sriwastava

Construction Manager (Civil), Heavy Civil IC

Focusing on specific tasks with the limited resources available and by planning ahead, we have achieved several milestones like the first working pile, the first pile cap, the first pier casting, all of them well ahead of schedule. Each of these milestones have been small victories for us.



Rahul Sriwastava proudly states that he was the first man at the Delhi-Meerut RRTS P3L2 project site. Post the unlock, his hands have been full retaining labour, mobilizing fresh workmen, counselling vendors & staff and managing the uncertainties caused by the pandemic. "Focusing on specific tasks with the limited resources available and by planning ahead, we have achieved several milestones like the first working pile, the first pile cap, the first pier casting, all of them well ahead of schedule. Each of these milestones have been small victories for us," he says with fervour.

At site, he has been mobilizing multiple vendors, fixing responsibilities for front line supervisors for each sub-stretch and micro planning to accelerate progress as and when new fronts opened. "The site management has been supportive by promptly allocating resources," he remarks. "I must thank all the Service Departments too for their timely arrangement of resources, subcontractors, RMC whenever required and the Fabrication team who arranged shutters and moulds. Ours has been the victory of good, solid teamwork," says Rahul, pumping a fist.

"Before commencing work on each day, we inform the engineers and FLSs their targets for the day that are reviewed at the end of each day. Daily progress reports are generated for better planning to identify any drop in targets and take immediate corrective action, if required." Rahul's approach is sure and methodical. At the same time, he and his team motivate the workmen through awareness programmes and have introduced motivational awards to drive productivity. "One topic at our morning briefings is precautionary measures to be taken to stay safe from COVID-19," he adds.

Rahul's native place is Dehri On Sone. He is married to Shivani, who is an Assistant Professor, and they are blessed with a son, Prakarsh, who is certainly the light of their lives. "My most memorable moment was when he took my hand for the first time," shares a loving father. "My favourite pastimes are listening to music and driving."

He is presently at his 5th project with L&T since 2012, after previous stints at the DMRC CC 06, DMRC CC 77, Lucknow Metro LKCC 01, and the Lucknow Metro LKCC 07 projects. Presently, at the Delhi-Meerut project, Rahul has independent charge to handle the 6.2 km stretch including building the station with about 330 workmen under him. "At L&T, we are treated like family. We are all friends at work and outside of work, our Bosses treat us as equals. I particularly like the freedom to take decisions to perform better," he concludes positively.



GOING ALL OUT TO ACHIEVE THE TARGET



"To achieve my immediate milestones, I worked out the activities myself doing a backward analysis to ascertain where a particular activity started and what was the end result, I wanted," shares Pranav of his approach. "I depended on proper scheduling and planning of work, hourly monitoring of progress with the help of DPR and also through personal follow up, better resource management and from time to time, I took time out to motivate the labour and my subordinates to perform better."

To achieve my immediate milestones, I worked out the activities myself doing a backward analysis to ascertain where a particular activity started and what was the end result, I wanted.

Pranav is happy for his client's support and encouragement for their effort while the vendors were urged to raise the bar with motivational awards. The team went all out to ensure that all the health advisories and safety protocols were followed by the workmen as they realized that progress was only possible with a healthy workforce. "I am thankful to my seniors for taking the time to guide and motivate me to improve my quality and provide me with sufficient opportunities to achieve my target," he says gratefully. "I have also taken the initiative to implement the E-tap App to track material," he adds, "that has already proven extremely helpful to track LG material, trestles, etc."

From Muzaffarnagar in Uttar Pradesh, Pranav's life partner is Vishi and they are blessed with a daughter, Aavya, whose first step is one of the most memorable moments of his life. Pranav spends his free time reading books and watching movies. Most of the time otherwise he is driving progress at his site.



Pranav Kumar Tyagi

Assistant Construction Manager (Mech.),
Heavy Civil IC

As Fabrication and Steel Bridge In-charge at the P3L2 Rapid Rail Metro project in Meerut, Pranav Tyagi is already at his 4th project with L&T after joining in 2013 and stints at the Hyderabad Metro project as Site Fabrication Manager, at two Lucknow Metro projects - LKCC01 as Fabrication In-charge and LKCC07 again as Fabrication and Steel Bridge In-charge where he completed, as he proudly states, 8,900 MT of fabrication. "Here, my team consists of two site engineers, four contractors and a labour strength of 150," he infor

Post the unlock in April 2020, Pranav's main challenges were labour, resource and equipment mobilization, material procurement and transportation and sensitising the workmen about the dangers of COVID-19. "My other challenge was to accelerate the progress of the project with full force and ensure the availability of equipment during these pandemic times," he stresses, adding that his problems were even bigger as the external vendors were not sticking to their delivery commitments.

“L&T IS SYSTEM-RUN, NOT INDIVIDUAL DEPENDENT.”

Rahul Dev Yadav

Assistant Construction Manager,
Heavy Civil IC

One aspect about L&T that appeals to Rahul Dev Yadav is that it is system run and not individual dependent. “We all abide by the system and follow it,” he declares, in admiration of the company he is a part of. He has more reason to be happy of his association as he was recognized as the Best Performer for the Month within three months of joining his present assignment, the RRTS project Lot2 that involves constructing an elevated viaduct of approximately 16 km and five stations from Modinagar North to Shatabdi Nagar in Meerut.



We mainly focused on reinforcement tying activity in every structure well in advance whether it was pile cap, pier or pier cap, so that the shutters could be rotated timely for maximum output through repeated use, get more manpower productivity and utilize machinery more efficiently.

The foremost challenge for the project team was the mobilisation of manpower. When work restarted at the project, their initial focus was to complete the substructure and superstructure for 2.5 km within six months to hand over the site for the launching team to erect LG-1 and LG-2 at the same location. “This, we achieved successfully,” shares a happy Rahul. “We mainly focused on reinforcement tying activity in every structure well in advance whether it was pile cap, pier or pier cap, so that the shutters could be rotated timely for maximum output through repeated use, get more manpower productivity and utilize machinery more efficiently.” Rahul adds that every activity was minutely monitored for its cycle time and duration with a catch-up programme for any slippage.

While the team worked with drive and purpose, Rahul acknowledges the vital role played by the client and vendors to help them achieve their milestones. “Our Client suggested us to form workmen groups and allocate them to work separately without mixing them either at the workplace or in their colony,”

he remarks. “We had regular awareness sessions, toolbox talks, proper sanitation at both workplace and work site and strictly followed all the guidelines and SOPs issued by the Government authorities and our senior management.”

Rahul is thankful to his seniors for their help to achieve their targets marking out especially Project Manager, S.S. Gangwar sir, for his guidance and support. “Our team members equally contributed and put in their best efforts to achieve our goals on time by maintaining all the safety and quality aspects,” he says.

His present project is not Rahul’s first with L&T having been previously involved with the CC-06 DMRC project of 14 km and eight stations, at Faridabad, and the Lucknow Metro LKCC-01 projects. Rahul hails from Barwan village in Bihar’s Chhapra district, his parents are D P Yadav and Rekha Yadav, he is married to Surbhi, a homemaker, and they are blessed with two children, 3-year-old Dhanvita and 6-month-old, Lohit. “I like to watch movies and I plan to spend quality time with my family members that I truly enjoy,” he shares with a satisfied smile.



“HOPE ONE DAY OUR ORGANIZATION WILL BE THE WORLD’S NO. 1 CONSTRUCTION COMPANY!”



Sujeet Kumar Pandey

Assistant Manager (Civil), Heavy Civil IC

“I am proud to be an employee of India’s No 1 Construction Company,” declares Sujeet Kumar Pandey, “for working for Larsen & Toubro makes you feel that you are serving the country. We are playing a major role in infrastructure development, information technology, smart cities, space technology and Defence equipment for our country and I hope that one day our organisation will be the world’s No 1 Construction Company.”

Presently busy at the Rishikesh-Karnaprayag Railway Project, Package-2, Sujeet’s issues when restrictions were lifted were to mobilize manpower and other resources. “As soon as we completed the infrastructure work, we started tunnel excavation with limited resources due to the pandemic,” he says. “Tunnel excavation requires regular and close monitoring which we, as a team, did by paying special attention to individual activities to improve cycle time and, at the same time, train workmen in the NATM or New Austrian Tunneling Method which requires precision works. In fact, we monitored progress on an hourly basis for various activities at each work front to optimize the use of men and machine to improve cycle time,” he points out.

It was important to keep workmen motivated for which the team organized daily pep talks and all were trained to strictly follow the COVID-19 guidelines issued by the Central Government while a COVID-19 prevention plan was made in consultation with the Client. “At one point, when COVID cases started to rise in the project area, the Project Management decided to test all the workmen and staff,” informs Sujeet, “and those who tested positive were immediately shifted to COVID cells because of which we have been able to control further rise in cases.”

Sujeet mentions the installation of an IP-based Tunnel Communication System for better communication and data transfer within the tunnel that saves time and reduces gaps in communication. He acknowledges the support of the Project Management team during these difficult times to achieve targets

Working for Larsen & Toubro makes you feel that you are serving the country. We are playing a major role in infrastructure development, information technology, smart cities, space technology and Defence equipment for our country and I hope that one day our organisation will be the world’s No 1 Construction Company.

and the support of other departments like Geology, P&M, Survey & Safety to achieve their milestones.

Already on his 5th project with L&T after stints at the Parbati Hydro Electric, Punatsangchu Hydro Electric (Bhutan), Ratle Hydro Electric and Singoli Bhatwari Hydro Electric projects, Sujeet hails from the holy city of Ayodhya in Uttar Pradesh and is married to Pratibha, who has completed her M.A. & B. Ed., “but enjoys taking care of me and the family,” he shares with a delighted smile. “She always inspires me to work for excellence,” he adds. They are blessed with a son, Atharva. “He is very cute, and I enjoy every moment with him,” says a proud and loving father.



PROGRESS IS DEPENDENT ON A HEALTHY WORKFORCE

Javed Mohammad Akil Shaikh
 Manager (Accounts), Heavy Civil IC

Even as project sites and their respective leadership, threw all their might to restart operations and chase progress, there were also people like Javed Mohammad, who took on the responsibility of keeping the workforce safe and healthy without which progress would only remain on paper. "Even though we were in a red-hot zone in Mumbai, our primary responsibility was to retain our labour at our various labour camps," says Javed, "and to achieve that we went all out." Workmen were provided with groceries, vegetables, and fruits, hand wash, sanitizers, masks, and hand gloves, they were restricted from going out of the labour camp and site area, provided with conveyance vehicles and the site area and labour camp were sanitized every alternate day. "We even arranged for a medical health team to attend to them 24/7 with a first aid person and a doctor at site," adds Javed.

At the Mumbai Trans Harbour Link project as Project Accountant & Admin Head, Javed is already at his 4th project with L&T after earlier stints at the Pimpalgaon-Nashik-Gonde Project, his first, as second line in account and admin after which he flew to the Riyadh Metro Project as Admin In-charge. "After my overseas assignment, I returned to India when I was transferred to the Mandovi River Bridge in Goa as Project Accounts second line, in addition to being the admin In-charge. Now, I am here at MTHL," he smiles, "where after the unlock, I am managing the movement of the workmen and site progress after taking the required permissions from the government and controlling workmen strength."

Javed confirms that work has been proceeding at full throttle taking all the necessary precautions. "We did have a spike of infections but with proper follow up and ensuring that guidelines



Even though we were in a red-hot zone in Mumbai, our primary responsibility was to retain our labour at our various labour camps and to achieve that we went all out.

were followed, we have reduced the number of COVID-19 cases at site," he says, mopping his brow. Javed acknowledges the support of both the seniors at site and all the staff thanks to which, "we have completed the work within the stipulated period with zero accident! Insha-Allah!" he exclaims with relief.

"I like to play cricket, watch classics, listen to ghazals and solve puzzles," he laughs but shakes his head that he hardly finds time to pursue his hobbies. He nostalgically recalls a holy Haj to Mecca-Madina of 35 days.

"I am proud to be working for one of the largest infrastructure companies having a global footprint," he says in awe of L&T.

From Solapur in Maharashtra, Javed is married to Aasma, a homemaker, and they are blessed with three children, Umar Farooque, Mohammad Saad, and Mohammad Aquib.



WISA WINS 'ENTERPRISE AI AWARD - MANUFACTURING SEGMENT' AT AMAZON AI CONCLAVE



L&T has won 'Enterprise AI Award - Manufacturing Segment' for WISA for innovative use of AWS AI/ML Technology / Solutions. The award was presented by Puneet Chandok - President, India, and South Asia - Amazon Web Services (AWS) at the recently conducted AWS AI Conclave and it recognizes solutions that use AWS AI technology uniquely and the potential business value that it creates for internal / external stakeholders. In this regard, WISA was nominated for the use of 'AWS Rekognition' service for uniquely identifying workmen at L&T projects.

Workforce Induction, Skills and Availability (WISA) is an end-to-end digital solution for smooth on-boarding of blue-collar workmen at construction sites that spans mobilization, screening of records, KYC, health screening, skill grading, attendance management, performance records, accommodation management, wage processing & observations, appreciations, violations, and training management.

WISA leverages AWS Rekognition to capture the photos of the workmen as they enrol at a site, create a repository of all their photos and use them as an easy field identification (migrant workforce with a large churn) to record on-the-spot appreciation, observations, critical feedback, blacklisting along with daily attendance.





**CHAMPIONS
OF
PROGRESS**
RREC



“PEOPLE ARE OUR ONLY ASSET.”



work and personal life with flexible training schedules to motivate workmen better so that they feel committed to the project,” he shares. “By staying connected with the workmen throughout this phase, we not only helped them to stay motivated but even improved their skillsets with various training sessions.” They were trained to handle complex and critical situations too.

Dhanaji has no doubt that their success has been the result of excellent teamwork.

Dhanaji Hariba Mangude Construction Manager (Mechanical), RREC

Dhanaji Mangude finds inspiration in the words of one of our founding fathers. Henning Holck-Larsen once said, “Machines may be there. Building may be there but without people it is nothing. People are our only asset.” At the Aurangabad – Karodi Road project, during the times of the pandemic, not just Dhanaji but all of mankind has realized that the pressing need is to stay safe and save people’s lives. “We also have the responsibility to achieve our committed project milestones,” he nods his head and therefore he and his team have also been hard at work to push progress.

“To start with, retaining our labour force was our key consideration,” he points out, “arranging for their rations and medical facilities and arranging for conveyance and logistics of materials.” All equipment were taken into maintenance during the lockdown to extract maximum productivity levels from them and all major issues with machines were identified and rectified such that they could be used at full throttle when work resumed.

“We maintained a perfect balance between work and personal life with flexible training schedules to motivate workmen better so that they feel committed to the project.”

Once the restrictions were removed, Dhanaji and team ensured total availability of resources across all work fronts with healthcare their top priority. “We maintained a perfect balance between

“Everyone has played their part wonderfully,” he smiles, which he feels is an outstanding quality of L&T, a company he joined in 2006 starting with his first project, the 88-km Vadodara-Bharuch road project. “Since then, I have worked at the Ahmedabad-Maliya, Kisangarh-Udiapur-Ahmedabad & BP road projects, the Sindudurg Domestic Airport, Unnao- Lucknow Expressway and the Jabalpur-Lakkanadun road project before KARP.”

An interesting aspect of Dhanaji’s career is that his first posting was with the Indian Army at Tawang in Arunachal Pradesh. “It was a truly mesmerizing experience and made me love my country even more,” he shares patriotically. Hailing from Solapur in Maharashtra, he was married to Vidyarani till she passed away and he is blessed with two children, Shruti and Aditya. “I like to read and do data analysis for future planning,” he shares about his pastime.





WE ARE ALL IN IT TOGETHER

I believe that individually one cannot achieve any milestone at any project, it is always the team that achieves it. I have personally witnessed the level of teamwork irrespective of cadre and hierarchy with everyone jumping in to address our real challenge after the lockdown which was to mobilize labour.

Uma Sankar Mahapatra Manager (Accounts), RREC

The pandemic has drastically changed our lives: it has challenged us, it has exposed our frailties and it has taught us so many new things. At his Aurangabad Karodi Road project, Uma Sankar Mahapatra has realized that without labour, there can be no progress and without teamwork, there can be no success. "I believe that individually one cannot achieve any milestone at any project, it is always the team that achieves it," he says with conviction. "Our project involves huge structure exposure and I have personally witnessed the level of teamwork irrespective of cadre and hierarchy with everyone jumping in to address our real challenge after the lockdown which was to mobilize labour."

Apart from having to re-mobilize fresh labour, the onus on the team was also to retain those who chose to stay put in the labour colonies. "They stayed back only because we took good care of their needs with our Project and Construction Managers interacting with them regularly to reassure them that they had nothing to worry." While one team arranged for the transport to bring in fresh labour, the planning team engaged with vendors to finalize rates for material and consumables.

"In road projects, permissions from the mining and revenue departments are of great importance for progress," points out Uma Sankar, who is currently at his second road project with L&T after an earlier stint at the Kanakotra Jharsuguda Road project in his home state of Odisha, looking after admin and accounts. "It is thanks to the continuous and rigorous follow up of our IR and admin teams with the Government mining department that helped us obtain approvals for speedy execution."

Normally, the finance & admin departments play a facilitating or supporting role to the mainstream front line production team but, as he mentions, "during the pandemic, we acted as front-line workmen to protect our people – our own staff, department workmen and subcontractor labour - by maintaining our momentum of welfare measures across all fronts." Uma Sankar is particularly pleased that thanks to all their measures, there has not been a single COVID-19 victim at their entire project.



From Berhampur in Odisha, Uma Sankar is married to Rashmitha Padhy, a homemaker, and they are blessed with a daughter, Vaishnavi, whose birth is one of his life's most wonderful moments. "My hobbies are cooking, walking and listening to music," he smiles.

"I am proud to be associated with an organization like L&T and whenever L&T is in the news for the infrastructure we build, it makes my parents proud!"

ACHIEVING MILESTONES DESPITE ROADBLOCKS

Pankaj Narayanrao Kale
Construction Manager (Civil), RREC

For the last seven years, Pankaj Kale has been working on three different road projects with L&T starting in 2013 with the Amravati Jalgaon road project on completion of which he moved to the Sambalpur Rourkela road project in Odisha. Presently, he is at the Karodi Aurangabad road project in Maharashtra, which is also his home state. "I am responsible for all structure works in Section 1 from KM 290 to 304," he shares, purposefully. Challenges of road projects are therefore not new for Pankaj but those that arose due to the pandemic were, primarily the labour crisis. "To complete the work in time and get our bonus, retention of labour was crucial."



L&T is a very big brand and famous for its cultural and professional work ethics and being a part of such a company resonates with my ideology of working culture.

With proper planning and deployment of resources including labour according to the requirements of work, "we achieved our 2nd milestone 219 days before the contractual date," grins Pankaj. "To maintain this run rate and achieve our 3rd milestone took a lot of doing." They maintained their rate of productivity by retaining most of the labour force and obtained timely permissions from the concerned authorities to move resources and other logistics. "We are proud to say that we achieved our next milestone 179 days earlier than the contractual date," declares Pankaj, triumphantly.

"We prepared work programmes for the month, shared them with all the staff and workmen to set their targets and then supported them at each level, be it with resources or materials," Pankaj explains their plan of action. "With Procube, we tracked progress against the micro level programme. We followed up regularly and rigorously and motivated our people to resolve all issues at site level." The reasons for their success are obvious.

Land clearances are normally a huge roadblock for road projects for they involve the Forest authorities and other major governing organizations. "In our project we obtained clearances in a record time of only about 6 months because of our consistent follow up and, in the process, resolved issues pending for 8 years and completed a stretch of 2.7 KM in a single and unobstructed way!" Pankaj's sense of achievement is palpable.



On his personal front, Pankaj is married to Shubhangi, who is a home tutor, and they are blessed with two children, Rudra and Parush.

"L&T is a very big brand and famous for its cultural and professional work ethics," he shares proudly. "and being a part of such a company resonates with my ideology of working culture."

FOLLOW UP IS KEY TO MAINTAINING PROGRESS

Bharat Singh

Senior Construction Manager (Civil), RREC

If there is one thing to ensure that work gets done in time and to quality, it is follow up. It works in all situations and, especially at project sites, as Bharat Singh has discovered not just at his present site, the Karodi-Aurangabad Road Project, but at all the eight other projects that he has been involved with at L&T. "To maintain progress at site I follow up with the site team every 8 hours," he begins. "To ensure adequate supply of raw material I constantly follow up with the stores, procurement, and planning departments, for the required quantum of machinery, I follow up with the P&M department and I follow up with the workmen and contractor twice a day for smooth functioning at site."

The biggest challenge that Bharat faced at his site on resumption of operations after the lockdown was the severe monsoon that was threatening to double the challenges for the project team that was already combatting the pandemic. "To ensure progress, I mobilised additional agencies for the construction of the RE Wall and drafted in additional teams for the structures and found additional burrow areas," says Bharat, ticking off his steps on his hand. "We continuously monitored progress against our daily plans and," he smiles as he repeats, "we did round-the-clock work

To maintain progress at site I follow up with the site team every 8 hours. To ensure adequate supply of raw material I constantly follow up with the stores, procurement, and planning departments, for the required quantum of machinery, I follow up with the P&M department and I follow up with the workmen and contractor twice a day for smooth functioning at site.

and follow up." Helping the team improve their efficiency were digital tools like Procube for project monitoring, TORQ for internal observations and NCs and RTR in their effort to keep the site safe.

To put these additional teams, mobilizing manpower post the lockdown was another huge challenge for which the team arranged special buses from the neighbouring States of Bihar, Jharkhand, Bengal, and Chhattisgarh and succeeded to mobilize some 500 workmen. "Our client was very supportive," he nods, "readily agreeing to frequent online meetings and giving us digital approvals for drawings, burrow areas, and the like. The local authorities also helped us with clearances and approvals whenever necessary." Bharat is thankful to his seniors for their timely approval of budgets and other critical site-based decisions to ensure smooth execution and to his team members for their support and hard work.



Bharat is from Banswara in Rajasthan and is married to Kusum Choudhury who is a Project Planning Consultant. They are blessed with a daughter, Diva. "I love watching movies and playing outdoor games but due to my tough working hours I hardly get time to pursue them," he says sadly though he fondly recalls a trip to the Andamans.

"I am proud to be part of such a big organization," he says simply, in conclusion.



NEVER LOSING SIGHT OF HIS TARGETS



Project management in L&T is one of the best I have seen in the industry that gives one the freedom to work independently and take decisions in the best interests of the work.

Vikram Kohli

Project Manager (RREC)

He is flying high and the reason for Project Manager, Vikram Kohli's elation is for achieving a significant milestone at his EDFC CP 303 project of constructing the Gulaothi Yard. "It is the first depot of its kind across all DFCCIL projects that can receive rails directly on rail racks," he shares proudly, "and we completed unloading 7,000 MT of rails right in the middle of the pandemic." The CP 303 project that is a 225 km stretch from Khurja to Pilkhahi in western Uttar Pradesh is Vikram's first with L&T although he brings with him rich experience of over 22 years having worked, as he says, "at some of the finest projects in the country including the Buddh International Circuit, Eastern Peripheral Expressway and the Yamuna Expressway, to name but a few."

Vikram and team restarted operations on May 6th after the unlock and were immediately faced with the challenge to get back workmen and replenish resources. "Remobilizing subcontractors was even more difficult and since most of our work is machine-oriented, we gave them to subcontractors on a back-to-back basis," he inforTheir concerted efforts soon increased their labour strength from 200 to 750 and their earthwork teams from 23 to 43 by mid-June. "Our strategy was very simple," he smiles disarmingly, "we knew our targets and we executed our works to keep up with those targets."

"My team members have been pillars of strength during these tough times, always ready for all kinds of challenges," mentions a grateful Vikram. "They are always ready to put their best foot forward and complete the task within schedules. Our seniors have been a great support too, keeping me, and my team motivated. Our Project Director, Arun Kumar Singh has been another pillar of strength, always leading from the front."

Mindful of the project's profitability, following the mantra of 'Chase Cash', "we approached our client, DFCCIL, for a one-time payment for all our invoices held up due to stage payments."

Fortunately, the client agreed that was a huge relief for the project. Efficiency at site was also a result of the various digital tools that the team adopted. "We monitor project progress through Procube, concrete allocation through ConEase and high-speed diesel management through Asset Insight," shares Vikram. Their purchase request register is in a Planning Module and GPS based log sheets manage vehicle movement.



Hailing from Jammu, Vikram says, "I am happily married to Shaveta who is currently a homemaker and a caring mother for our lovely daughter, Aarshia and son, Arnav." Since information is power, he keeps himself abreast of all the latest.

"Project management in L&T is one of the best I have seen in the industry that gives one the freedom to work independently and take decisions in the best interests of the work," he signs of proud of his company.

CONSTANTLY RESOLVING ISSUES TO KEEP PROGRESSING

We realized that it was important to motivate our people and keep our contractors in the right frame of mind to contribute and therefore we meet them regularly to resolve their issues.



Pachipulusu Sreeramamurthy Senior DGM (Civil), RREC

Ever since the country unlocked and operations resumed at the WDFC CTP 14 project, Pachipulusu Sreeramamurthy has been busy resolving issues of various stakeholders to ensure that the site makes progress. "Our primary object was to mobilize the labour force again and, at the same time, develop confidence in our staff and work force to work in the pandemic situation," he says seriously. "We realized that it was important to motivate our people and keep our contractors in the right frame of mind to contribute and therefore we meet them regularly to resolve their issues and have even declared incentives for them on achieving targets, increasing resources, the workforce and so on."

Murthy and his team, for their part, have focused on critical activities and are doing everything to push progress. "We conduct daily meetings with all the key people to monitor progress and resolve issues on a day-to-day basis," he shares. "Our Client has been a tower of strength," he acknowledges. "They encouraged and supported as they too were under pressure from the Ministry of Railways to complete the project before the earlier fixed target. They have supported us with earthwork contractors and to get borrow areas in a critical time of the crop season."

At site, CC TV cameras have been put up to monitor all stock, crusher, and weigh bridge locations 24/7. "As logistics play a key role in our project, we have fixed GPS devices on all transport vehicles to monitor them regularly that has improved the number of trips and productivity," Murthy mentions.

It was obvious that progress was only possible with a healthy labour force and hence the team strove to keep the labour safe and well cared for. "Apart from the normal safety protocols, we even tied

up with local hospitals and have a WhatsApp group to take care of anyone in need," points out Murthy, who is extremely thankful to his seniors and HQ for their valuable support. "They have helped a lot with timely approvals for our proposals, with extra resources like contractors and transport vehicles and, most importantly, they review our progress every week. From our side, our team members have supported by putting in their best efforts."

Hailing from Eluru in Andhra Pradesh, Murthy is married to P S L Rajeswari, a homemaker, and they are blessed with two children: daughter, Chandini and son, Vamsi Krishna. He loves to garden during his free time and considers his marriage and daughter's birth as some of his life's more memorable moments.



"I am extremely proud that L&T completed the iconic Statue of Unity and several other unique projects in record time," he declares in conclusion.

FIGHTING THE *KUCH NAHI HOTA HAIN* ATTITUDE TO SUCCEED

Priyang Panchal DGM (Civil), RREC

As Planning Head of the CTP 14 project, Priyang Panchal has the responsibility to expedite major activities like earthwork, crushing and blanketing to meet his Client's demand that the project must be completed by January 2022. "This has put immense pressure on us to meet our milestones to increase resources within the stipulated budget. With the pandemic, we were facing even bigger challenges of remobilization of all resources, the major one being labour mobilization," he points out. "It is very difficult to make our workforce and contractors understand and implement the protocols and beat their "kuch nahin hota hain" attitude," laments Priyang, "for which we have a task force committee to strictly implement our action plan."



L&T has a different work culture, which gives every employee a chance to grow irrespective of cadre or portfolio, the opportunity to develop his/her personal and professional skills and the company believes in developing next gen leaders by believing in them.

The per day target for Priyang and his team are to achieve 35,000 cum of earthwork, 12,000 MT of daily crushing to meet a revised schedule and 10,000 MT of blanketing. "For expediting the work, our strategy was to create a task force, to micro plan and monitor progress with continuous review with management for improvement to achieve the desired milestones. In the process, we even set a crushing record of 14,000 MT in a single day with 26.5 mm downsize product," he shares proudly, adding that they have presently achieved 8,000 MT daily levels of blanketing that is increasing day by day.

The team have daily discussions with the Dy. Project Director & Project Manager and weekly meetings with HQ to ensure that they are on the right track. "All milestones and micro plans were discussed in detail with seniors and peers with everyone involved in the decision making and implementation," mentions Priyang. "In fact, due to the pandemic and early completion requirement by the client, rock excavation and blanket crushing became critical, and we quickly added 7 more crushers in a month without any financial implications."

The Client had their stringent guidelines for following COVID protocols, monthly review meetings and daily reports. "Recognizing our situation, they increased the lead time for material delivery

and services, and we accordingly revised our work and material requirement schedules."

Priyang is from Vadodara in Gujarat and is married to Amruta who is working as a Manager in Royal Sales & Service and they are blessed with two children, daughter, Darshini and son, Aarsh. During his free time, Priyang likes to listen to music and travel.



"Being selected by L&T was a dream come true for me," he says. "L&T has a different work culture, which gives every employee a chance to grow irrespective of cadre or portfolio, the opportunity to develop his/her personal and professional skills and the company believes in developing next gen leaders by believing in them."

IT IS CRITICAL TO KEEP THINGS MOVING



Krunal Dilipkumar Shah Senior Manager (Civil) QA/QC, RREC

Pandemic or not, one thing was clear in Krunal Shah's mind that until agencies made profit, it would be difficult to retain them and therefore impossible for him and his team to drive progress at their Western Dedicated Freight Corridor CTP14 project, 128 km section from Rewari to Dadri. "We therefore took every effort to avoid idling of the resources of agencies to make it profitable for them at the agreed lowest negotiated rates," he stresses. "We also closely coordinated with the transporting agencies and various functional departments to push our case."

When work resumed after the lockdown, Krunal was faced with multiple challenges relating to mobilizing workmen, lab technicians, supervisors, resources, vehicles, and spiking Corona cases at site. "Our Client was reluctant to come to inspect our material that were being sourced from outside the city and State. We also had to manage the statutory regulations of three States."

We formed inspection teams that helped us to improve our quality of workmanship of earth retaining structures, blankets, and earthwork due to which our project received an excellent product quality rating in the 'Customer Satisfaction Report' last year.

For Krunal and team, the solution lay in continuous follow up with the various agencies and close coordination with the client for various approvals of method statements, borrow

areas and the like. "We formed inspection teams to check the quality parameters at site to win our client's faith," he remarks. "These teams also helped us to improve our quality of workmanship of earth retaining structures, blankets, and earthwork due to which our project received an excellent product quality rating in the 'Customer Satisfaction Report' last year," he shares proudly. Along with quality control and assurance, Krunal has been playing a key role in overall logistics and resource management of the project. "Our main focus was always to set a target, review it daily, finetune logistics in our crushing plan,

production & consumption and monitor the productivity of our agencies' vehicles," he says sharing his vision for project success.

Krunal is happy about the good relationship he has successfully built with the Client that has eased procuring approvals and removing bottlenecks in activities. "In fact, we once received approval for an all-in-one blanket design which ultimately increased the crusher productivity by 10% and subsequently pushed progress of the blanket layer," he shares with satisfaction. He is appreciative of his Quality Team. "It is only with their support that I have been able to perform my dual responsibilities. My seniors always put faith in me and encouraged me to push and keep myself one step ahead."



Krunal's better half is Meeta, a homemaker, and they are blessed with a son, Vraj. "I like listening to music, visiting new places, reading articles pertaining to share trading and financial analysis of the company," he shares. "My memorable moments are when my son was born and my father's hug when I was selected by L&T," where he finds great freedom to work and the opportunity to innovate.

"NOTHING CAN STOP YOU IF YOU ARE FOCUSED ON YOUR GOALS!"

Sanjay Anant Dadhe Construction Manager (Civil), RREC

Sanjay Dadhe is inspired by India's Olympic Gold Medallist, Abhinav Bindra, who says, "In it to win it!" Sanjay reaffirms that "nothing can stop or obstruct you if you are focussed on your goals," and as he and his team at his Western Dedicated Freight Corridor Phase 2, Integrated Contract Package project at Bhiwadi in Rajasthan, battle the challenges created by COVID-19, he shrugs his shoulders nonchalantly. "We have done nothing new; we have only focused and chased our goals."

With clear purpose, he says that their main challenge was to restart work by bringing back the agencies. "We inducted them to follow all the safety norms and insisted the workmen to strictly follow all the protocols. My stretch is divided between the states of Haryana and Rajasthan," he remarks, "and we took all the necessary approvals in time to ensure progress that we monitored physically." They also helped procure approvals from the local authorities for some of their subcontractors who were from the local areas to ensure that they returned to work.

We also focused on invoicing segments so that progress was maintained, and invoices generated. In fact we have generated the highest amount of invoicing among all the sections during the pandemic period.

"We also focused on invoicing segments so that progress was maintained, and invoices generated. In fact," he adds with a wide smile, "we have generated the highest amount of invoicing among all the sections during the pandemic period." WhatsApp groups kept the team well connected, monitor progress and address problems as and when they arose. "Our seniors were

supportive, were always available whenever we needed their guidance or advice and gave us a free hand to work which helped speed up progress," he shares acknowledging the enabling role site leadership is playing.

Sanjay started his journey with L&T on May 15th, 2006 and has enjoyed the ride thus far having been involved in several important road projects. "Neither my organization nor my seniors have ever asked me to compromise on quality for the sake of progress or economy," he declares. "I have never missed my home loan EMIs as I have always received my salary in time for the last 15 years," undoubtedly proud of the organization he is a part of.



Sanjay hails from Vadodara in Gujarat, is married to Smita, a homemaker, and their family is complete with his 13-year-old daughter, Saumya and 9-year-old son, Kushal. "I like reading newspapers and current affairs magazines," he shares about his hobbies. "I also love to do Copywriting and am planning to spare time for it," he smiles. "I was speechless when I saw the Konark Temple and the ghats of Banaras and was surprised how one can construct such beautiful monuments with such less resources!"



CHAMPIONS OF PROGRESS

PT&D IC



“EVERY TIME A LINE IS CHARGED, IT IS AN ELECTRIFYING FEELING!”

J. Shanmugam

Assistant Construction Manager, Civil, PT&D

“In fact, it is not only a project milestone, in some cases, people’s lives are also transformed, and the joy of building corridors of power is the greatest satisfaction for me.”



J. Shanmugam always experiences an electrifying feeling every time a line is charged. “In fact, it is not only a project milestone, in some cases, people’s lives are also transformed, and the joy of building corridors of power is the greatest satisfaction for me.”

Presently, at his 400 kV Kamudhi-Ottapidram-Udangudi Transmission Line project, he has lots of feel-good factors. “We stood with our workmen during the toughest phase and apart from work, each of us had a role to ensure their wellbeing. The initiative to make the workmen feel that they were in safe hands was at times bigger and more critical than the project itself involving a lot of administrative work, roping in external stakeholders, the client and the local administrators who supported us in all our schemes.”

Implementing the digital planning tool – Bhodhi, at the right time was fortuitous for the team, he exclaimed “It gave us a much-needed insight about variances across zones, listing out the activities to target for acceleration with the add-on cost factors. We could predict productivity, timelines, and resourcing right up front. With a clear-cut vision, we knew where to accelerate and where to be careful as operations resumed,” reveals Shanmugam.

Before getting to ground level, Shanmugam was doing what he is good at, communicating with the various stakeholders. “Initially we approached the client and briefed them on our SOPs and work methodologies, following which we connected with the district magistrate for work approvals and finally conducted meetings with our workmen and subcontractors on the safety measures implemented to commence works.” Shanmugam and his team had their hands full. “A large part of this communication was

specific to the pandemic situation, something that none of us had experienced before and has been an invaluable learning for many of the younger members of the team on how to build external networking.”

On ground, timely improvisations were immensely successful. “Tower cranes used for erection at some critical sections helped us complete the works faster with minimum manpower. In some stretches, we engaged local labour for the first time that gave us excellent results.”



As Shanmugam closes in on another tower milestone, his thoughts race back to his wife, Anitha, based in Chennai. “Connecting with her at the end of a hard day’s work is my way of relaxing and of course, it is always an electrifying feeling,” he sums up on a joyful note.

A PENCHANT FOR CHASING MILESTONES



S Surendra Cherkady

Assistant Construction Manager, Civil, PT&D

Ever since operations resumed, Surendra Cherkady has been successfully chasing milestones at his 400 kV Kamudhi-Ottapidram-Udangudi Transmission Line project. "At the time of unlocking, I was at my 7th project with around 95 percent of the works completed and within a month, the client punch points were worked out following which the line was charged. On July 18th, I was transferred to my present assignment with a whole lot of activities to be lined up as the span runs across three districts in Tamil Nadu."

Tower erection works were his immediate priority. "With concentrated efforts, we managed to source around 6 gangs and commenced erection works across terrains that were the most challenging. As we got going, an additional 13 gangs were mobilized which enabled us to raise 92 towers in quick time involving around 1775 t of steel handling. This was followed by adding another 67 towers and before we knew it, 77 percent of tower erection works were completed in the KOTL section."

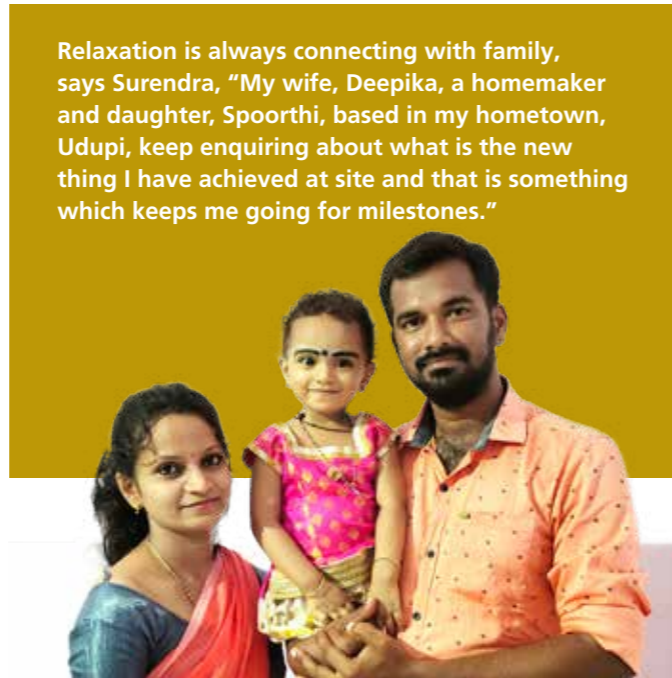
Mapping each task with the respective gangs required minute detailing but the digital planning tool - Bhodhi helped to plan precisely. It also gave us insights to bridge the gaps while listing out the activities to target for acceleration.

Reflecting on the process, Surendra lists out some strenuous efforts that ensured safety and progress. "Overall, there are some 400 tower locations, and the plan was to safely address the logistics and work out an execution scheme in line with the SOPs. For instance, only 3 workmen could travel per vehicle. It meant

that we had to make many trips to access remote work locations that called for a micro plan taking into consideration the time taken for travel and the planning of work schedules. Mapping each task with the respective gangs required minute detailing but the digital planning tool - Bhodhi helped to plan precisely. It also gave us insights to bridge the gaps while listing out the activities to target for acceleration."

At work, Surendra adopted the 5S methodology to ensure quality and safety standards. "The 3Ws of wearing masks, washing hands, and watching the distance was our mantra for success," he shares. "Sometimes working in remote locations is an advantage as we have less interface with the outside environment, we cook our own food in makeshift camps but in this situation, it has worked out very well for us."

Relaxation is always connecting with family, says Surendra, "My wife, Deepika, a homemaker and daughter, Spoorthi, based in my hometown, Udupi, keep enquiring about what is the new thing I have achieved at site and that is something which keeps me going for milestones."



MINDFULLY STEERING THE COURSE

S.S. Naresh

Senior Engineer, Electrical, PT&D IC

For S.S. Naresh, at the 400 kV Kamudhi-Ottapidram-Udangudi Transmission Line project, the rigors of resuming operations seem like a distant past now with many of the project milestones accomplished. "We planned, replanned and realigned according to the emerging external challenges for a range of tasks. For me, there was action on my personal side with my marriage getting fixed during this period. But then, mindfully, I planned and executed my marriage to perfection during this challenging phase making it a memorable occasion."



Into his fifth project in L&T, Naresh is aware of the priorities in a long span transmission line project, "We have to earmark the sensitive zones along the alignment and plan execution as even a minor gap can affect the whole project. When operations resumed, we had a lot of ground to cover with the alignment spread across 139 Km covering 3 districts in Tamil Nadu involving the construction of two transmission lines with more than 400 tower locations. Our immediate task was to prioritise the work zones considering the variations in terrain and the logistic restrictions."

Working with a government client has its advantages at times, smiles Naresh, "As we prepared to take up the works, our client helped us with special permissions and stepped in whenever we needed to interact with the local administrators. This cleared a lot of issues at the field level and provided us a platform to accomplish the milestones." Two things were abundantly clear to the entire project team as Naresh shares. "To complete the L2 schedules involving tower erection and raise the invoice as per the plan to maintain a positive cashflow but we exceeded the scheduled targets." The benefits were passed on to the subcontractors too he adds. "With their bills cleared without any delay, they were able to address labour issues and scale up productivity across work fronts."

Thanks to our range of digital initiatives, life is becoming easier for professionals like me with more time to focus on the critical sections, to monitor while real-time updates are comprehensively covered and automated ensuring safety and quality across work locations.

Naresh points out that the way PT&D executes long span projects has changed radically over the past 2-3 years. "Thanks to our

range of digital initiatives, life is becoming easier for professionals like me with more time to focus on the critical sections, to monitor while real-time updates are comprehensively covered and automated ensuring safety and quality across work locations."

Hailing from Thanjavur in Tamil Nadu, Naresh has motivated his wife, Sangeetha, to complete her higher studies which she is pursuing earnestly. "Planning is always key for me both at work and life and as a morning person, however busy my schedule, I spend some time for my self-development which gives me the direction to steer forward with confidence."



SEE THE BIG PICTURE WITHOUT LOSING ATTENTION TO DETAIL

Madarasu Sai Mourya

Assistant Construction Manager (ELEC), PT&D IC

I have played many roles including Management Information Systems, Project Controls, Tendering, Planning and Execution that have helped me see the big picture without losing attention to detail.



Sai Mourya is delighted with the opportunities he has enjoyed at L&T, an organization he joined as a GET. "I have played many roles including Management Information Systems, Project Controls, Tendering, Planning and Execution that have helped me see the big picture without losing attention to detail. I bet no other organization can provide such opportunities to employees to showcase their capabilities and explore themselves more and more," he adds proudly.

He is currently working as approved Planning Manager for a project titled 'Replacement of old & obsolete stations at the MAA Refinery (LE200347)' for the Kuwait National Petroleum Company (KNPC). In his last assignment, as planning engineer, he had to supply and construct 22 132/11 kV stations. Here too, Sai has 22 substations to focus on. "Our only strategy was robust planning at the beginning of the project and sticking to it. We communicated our plan to our employees, our subcontractors and to their lower tiers as well right down to the foremen level at site."

When work resumed, Sai was stuck at Mahboula (in Kuwait) which was still under lockdown and thus had to monitor progress, analyse status, and forecast completion remotely. "My other challenge, as planning engineer, was to arrange resources like manpower and material on time. Supply chain was entirely disrupted and several of our manpower had fled to their native countries, so it was very difficult to convince the subcontractors to deploy their full work force on our project alone." Staying connected with the client was tough too to measure follow ups, submit invoices and for the certification process.

"The civil and electrical teams started to work in shifts to ensure limited manpower at site." Daily progress was circulated to all

the key members and intermediate milestone charts (station wise) were displayed on the notice board to boost positive competition among site engineers. "Even though the initiatives were general, the scale of implementation was very high which makes ours a unique achievement," Sai remarks proudly, acknowledging the immense support from Country Head, Bharathi Kumar for all initiatives taken by the site team which motivated Sai and his team to contribute more to the project's success.

Sai has happy news on his personal front as he has just been engaged and his wedding to Raaga Sruthi has been fixed for May 23rd. "Sruthi is working as a Software Engineer at Capgemini in Bengaluru," he shares with a smile. "My hobby is to play badminton but after my transfer to Kuwait, I never get time to follow it," he says, a little sadly. Sai hails from Kadapa in Andhra Pradesh and happily recalls his GET orientation training programme at LDA, Lonavala.



DRIVEN TO KEEP THE SHOW GOING

I love the sense of independence you experience at L&T, the freedom to be innovative, create new things and take decisions to achieve your goal.

Praloy Roy

Manager (Accounts), PT&D IC

Ever since joining L&T in early 2010, Praloy Roy has been very busy having served at 10 PT&D sites for varying lengths of time as Manager Accounts & Administration before landing at the three PAHW projects in Kuwait. Nothing he had experienced in his 11-year-plus tenure with L&T could have prepared him for life with the pandemic. "We were supposed to keep the civil and electrical works going at all the 22 substations that had totally stopped during the lockdown but as soon as the unlock happened we were faced with a whole load of challenges," he says. Reduced subcontractor labour force was the team's primary issue for, as he remarks, "smooth progress at site is required to achieve the desired milestones."

One of the team's interesting ploys to tackle the situation was not to have any uniform timings for the civil activities. "This was as per the Client's instructions," mentions Praloy, "so sometimes, it was in the early morning hours, sometimes in the evenings or sometimes even at night at various substations on the same day. Our strategy was to go around with a vehicle to visualise the works and facilitate the arrangement for food and water for the workmen and staff for them to perform and push progress."

Praloy and his team had weekly review meetings with their PM and Country Heads at site to monitor weekly progress and milestones to be achieved. "All our shortcomings were discussed along with how to overcome them, plan for the following week's progress and line up any balance works that had to be covered," he explains. "Our client was initially very reluctant to visit the site, but we convinced them of our safety protocols and finally they did come to monitor progress and sign the JMCs." Praloy sounds pleased. All vendor discussions were in virtual mode. "We visited and inspected subcontractor camps to ensure that they were strictly following all the SOPs and even reported them for rectifications and improvements," he infor

Other changes that Praloy initiated were to sterilize all physical documents, if any, before handing them over, otherwise all were scanned and sent for authentication and approvals. "All payments to vendors were through bank transfers, all interactions in the digital mode including training," he shares.

"I love the sense of independence you experience at L&T," he shares proudly, "the freedom to be innovative, create new things and take decisions to achieve your goal."

Praloy hails from Kolkata in West Bengal, is married to Mohua, previously a schoolteacher but presently a homemaker and conducting home tuitions and they are blessed with one son, Srijeet. "I do ATL courses when I am free or watch a good movie with respect to achieving excellence."



IT HAS BEEN ONE HUGE TEST

Rajasekaran Sundaram

Assistant Manager, Electrical, PT&D IC

The pandemic has been a huge test for all and especially for Rajasekaran Sundaram, currently working as Testing and Commissioning (T&C) Co-ordinator for PAHW Project involving 22 Substations and the KOC Project covering another 3 Substations in Kuwait. Since April, although he was ready to go full steam, he had issues of "reduced working hours due to the curfew, less number of engineers coming for inspections from the Client due to the Kuwaiti Government regulations and the lack of L&T's testing engineers as issue of visas had been closed," he shares.

Realizing that he had to keep pushing on, Rajasekaran and his team quickly prioritized the T&C activities system wise into LVAC / DC Systems, 11kV Systems, 132kV Systems and Transformers. "Based on this priority list, we completed the installation & cable termination activities and the T&C activities in parallel," he informs, adding that the same strategy has been followed in all the 22 substations.



both the vendor's and the client's sides for me to progress ahead of schedule. My team members helped too in every way, putting in extra efforts," he acknowledges.

Hailing from the village of Rasipuram in Tamil Nadu's Namakkal district, Rajasekaran is married to Anupriya, a homemaker and they have two children, son, S R Deepak and daughter, S.R Nithya Shree. He reads in his spare time. "At one of my earlier projects," he recalls with pleasure, "we completed a 132 kV GIS FAC works (shutdown) ahead of schedule that gave me a lot of satisfaction. Definitely, another special moment is marrying my life partner."

"At L&T, we have unlimited growth opportunities," he says proudly. "I have been given the opportunity to coordinate T&C activities of two projects thanks to which I have learnt many new things and handled different teams."



A HELPFUL CLIENT IS HALF THE BATTLE WON

Anandamoy Mandal

Construction Manager, PT&D IC

At a time when everyone is trying to balance several things in difficult times caused by the pandemic, it is great if help comes from an unexpected quarter. Anandamoy Mandal, at his Matang 275/132/33kV Substation project in Malaysia, has found his client, Sarawak Energy, extremely supportive and cooperative that has made his life and those of his team members a whole lot easier.

We have completed the erection of the gantry, beams, fly bus, lightning protection and 360 equipment structure erected at switchyard. We applied the same strategy for the electrical control building panels and completed their erection. Now, our client has the confidence that we can complete the project as per the Original Contract Date.

"Our client follows a practice that all civil foundation and ground works must first be completed inside the switchyard before moving for the electrical works like erection of structures, busbar equipment, and the like," he explains. Considering the situation, they convinced the client to permit them to move as and when a front was available. "With this strategy, we have completed the erection of the gantry, beams, fly bus, lightning protection and 360 equipment structure erected at switchyard. We applied the same strategy for the electrical control building panels and completed their erection. Now, our client has the confidence that we can complete the project as per the Original Contract Date," he smiles confidently. Another area where client support has been most welcome is their acceptance to conduct remote FATs, their agreement to virtual online meetings and even remotely supervising and approving the Auto Transformer that has been a huge boon for the project.

Another group that Anandamoy and his team have been trying to convince is the workmen. "After the lockdown in March, they have been afraid to come to the site," he says heavily. "It has been difficult to convince them to maintain social distancing and follow government approved SOPs, site progress has been slow because of that."

However, the team could not afford to lose time or steam. "After the unlock, the civil piling works were delayed as civil foundations are not ready for the electrical works," he points out. "Therefore, we increased the number of piling rigs to complete the piling to make the foundations ready quicker. We have since assembled and sub-assembled all 540 equipment structures and 45 gantry and associated beams to reduce time for erection."



Anandamoy hails from Jamshedpur in Jharkhand, is married to Nandita, a homemaker, and they are blessed with two daughters, Saina and Lisa. His favourite pastimes are listening to music and taking morning walks and some of his best memories are of train journeys he has taken, watching the world go by sitting at the window.



Without changing the LOI of the sub-contractor, we increased the team size to get more manhours always keeping within a comfort zone that enabled us to complete the energization in a day thus making our company proud.

"At one of our KOC substations, we had a deadline to energize the station during this pandemic which was a big challenge due to the prevailing conditions," Rajasekaran points out. "So, without changing the LOI of the sub-contractor, we increased the team size to get more manhours always keeping within a comfort zone that enabled us to complete the energization in a day thus making our company proud," his shares excitedly. Another challenge was to ensure the ready availability of material, and to have them checked and certified. "If we found any item missing, we immediately alerted the vendor to supply the same without delay," he says.

Rajasekaran attributes his success to a clear structure for the projects and staying focused to achieve progress. "My Project Manager helped me by clearing all the issues in my path from



ON A WAR FOOTING TO ACHIEVE MILESTONES

Ajay Dhiman

Senior Engineer (ELEC), PT&D IC

Perhaps because he hails from Kurukshetra, Haryana, Ajay Dhiman and his team have been on a war footing to complete their milestones at Malaysia's Matang 275/132/33 kV Substation project despite the several challenges caused by the pandemic. "We started to think of our strategy right from the initial stages of the lockdown as we foresaw its adverse effect and prepared a micro level plan for all activities with the only aim to complete the project on time as per our original contract," he explains their approach to face a situation that he describes was tough and shocking. "It was like a war and we did not want to leave it for a single day," he exudes vigour. "Even our productive working time increased from 8 to 12 hours."

We started to think of our strategy right from the initial stages of the lockdown as we foresaw its adverse effect and prepared a micro level plan for all activities with the only aim to complete the project on time as per our original contract.

Their immediate milestones after resumption were clear. "Readiness of the control building was our top priority for the panel erection," he points out, "as also were the readiness of small equipment foundation to install the small steel structure

and of the cable trenches." Workforce was a major issue as most skilled workmen are from outside Malaysia who could not be sourced due to the travel restrictions. To manage the scarcity of foreign workmen, they engaged the local subcontractor for the erection activities. Resource management for the electrical works and availability of fronts were also issues. "As our project was in progress, the restriction of travel for FAT for equipment was a huge setback so we requested our client for remote FAT inspections and they agreed," he smiles.

"At Matang, I am a planning engineer cum project schedule cum digital officer," shares Ajay, "so it was my responsibility to run the Primavera P6 programme to monitor progress and Align to monitor daily progress in real time." Drones captured work completed for management reviews while CCTV cameras were installed at major locations at site to check on material and COVID-19 follow-ups.

Ajay is extremely happy for their client's support in terms of invoicing, payments, and appreciation. "They now trust us fully," he declares, adding that the vendors did their bit too by delivering material in time such as Transformers and EHV cables.

Although still single, Ajay has had a long relationship with L&T since 2009 beginning with the 220 kV GIS Substation project in Ridge Valley, News Delhi, the inauguration, and commissioning of which is one his life's most cherished moments. Ajay's involvement across several projects has showed him that, "L&T empowers you to take decisions for the good progress of a project and encourages you to give off your best," he observes proudly.

"I like to write poems and learn local languages," he smiles, signing off on a personal note.

DOING THE BEST IN A TOUGH SITUATION



We could not bring new workmen from India and therefore had to manage with our existing workforce which was only 20% of our requirement. Coordinating with my client was tough as they were all at home and work from home was new for us.

Ranjith Kumar R

Executive (Accounts), PT&D IC

At his Matang 275/132/33 kV Substation project, Sarawak in Malaysia, as Project Accountant & Admin In-charge, Ranjith Kumar's responsibilities involve coordinating with all the Sarawak project PEs for invoicing, collections, follow ups, handling all

Sarawak staff and workmen Visa, CIDB, License and other statutory requirements and administrating the Area Office. Once the pandemic broke, Ranjith's areas saw the most disruption. "We could not bring new workmen from India and therefore had to manage with our existing workforce which was only 20% of our requirement," he says. "Coordinating with my client was tough as they were all at home and work from home was new for us." It was a struggle to get material at sites and the project team was under pressure to control the overheads that were shooting up due to the pandemic expenses with zero progress invoicing at site.

Despite all these challenges, Ranjith is glad that he and his team overcome all of them. Labour and material were mobilized in time by developing local staff in various departments. "We crossed our collection target of year 20-21," he says triumphantly and a personal victory for him was, as he says, "all the statutory requirements like Visa, CIDB, BG, Insurance, Licenses were procured in time thanks to our well-established relationships."

The team realized that it was equally important to keep the workforce motivated and well provided for. "To improve their productivity, we planned for the basic requirements of consumables, tools and safety items well ahead of time," informs Ranjith. "We conducted weekly review meetings to plan for every project requirement." Digitalization has helped the team enormously too during these times. "All vehicles are tracked with the GPS fitted to them," he ticks off. "We have implemented solar lights, solar CCTVs to save on power consumption, drone photographs track progress and Bluetooth is used for effective communication at heights." All their material requirements, statutory, admin and store related are entered in excel, weekly discussed, and frequently physically verified.

"There are several of memorable moments," he smiles, "but in L&T, the commissioning of our Samalaju project was a really memorable moment. I was even appreciated for my contribution," he signs off happily.

Hailing from Trichy in Tamil Nadu, Ranjith is still single and likes to play cricket, do the gym, and spend time with friends. "We don't play any cricket here," he says sadly but immediately brightens up when talking about his most memorable moments in life.



WINNING THE RACE WITH AN INCREDIBLE TEAM

Mohammad Parwez Alam
Construction Manager (Civil), PT&D

In his very first project with L&T, Mohammed Parwez Alam has defied odds, faced challenges head on and worked out multiple strategies to achieve a range of milestones at the 400/220/232/33kV Substation Mawana, Botswana

It was like landing into a no man's zone, recalls Parwez. "There were hardly support establishments and it dawned on me that this was going to a long and arduous job. Added to that, we had the pandemic situation emerging, making things even more difficult." Thankfully, Parwez had some excellent team members for company. "We had a mix of experience and youth, giving us the edge that helped me settle down quickly. One of our constant threats was from wild elephants, a totally new experience for me and a great learning on how to resolve such issues." After much brainstorming, the team decided to go for the IP65 make floodlights as a deterrent system. "It worked very well," he says, "and convinced the local administrators how sensitively we handle issues."

For mobilisation, the team had to depend on unskilled local labour who were only familiar with the basic tasks like soil excavation and bush clearing. "Initially we faced a lot of challenges while doing shuttering and foundation works but our continuous training initiatives helped to bridge the gap with 246 workmen oriented through skill-based training," he inforFor Parwez, training workmen has been a very fulfilling experience. "I have conducted more than 13 training programmes on different construction activities and the results are there for all to see as we have consistently improved the productivity in line with our quality and safety standards." This has elicited very positive feedback from the client who are impressed that the team both deployed the local workforce and improved their skillsets.

On ground, Parwez was busy with some timely improvements in work strategies. "We listed out the various milestones and, based

on the criticality, lined up the resources. Our plan was to keep the major tasks going as ultimately the interfaces needed to be synergized with the energization of the substation." Parwez has enjoyed the power of teamwork that has helped to steer the course. "My responsibility was the critical works and monitoring daily progress plus a range of other tasks. I planned, motivated my team members, and distributed responsibilities according to an individual's expertise across work fronts that worked well as we were able to achieve the various milestones."

My responsibility was the critical works and monitoring daily progress plus a range of other tasks. I planned, motivated my team members, and distributed responsibilities according to an individual's expertise across work fronts that worked well as we were able to achieve the various milestones.

A recent visit to Bihar, his hometown, has given Parwez, much-needed assurance. "It was a short trip, but I got to spend some memorable moments with my wife Nahid and my three sons, Aman, Adnan and Arhaan," he recalls joyfully.



BANKING ON INHERENT STRENGTHS



My strategy is straight forward, to think positively, communicate immediately with the team whenever there is an issue and suggest feasible solutions. At the same time, it is vital to have a back-up plan if things do not go your way.

V. Sundhara Raja Perumal
Senior Engineer, Electrical, PT&D

Escalating an issue is the last resort, according to V. Sundhara Raja Perumal for he believes that it is the responsibility of the concerned person to suggest a probable solution rather than wait for instructions from his/her superiors. "My strategy is straight forward, to think positively, communicate immediately with the team whenever there is an issue and suggest feasible solutions. At the same time, it is vital to have a back-up plan if things do not go your way," he advocates.

At the Mawana 400/220/132/33/11kV substation project, Sundhara and team have set a benchmark. "With the OEM teams unavailable for testing and commissioning the circuit breakers, disconnectors, and transformers, it was clear that we would have

to make do with the available resources to take up the critical works. We formed workmen teams based on their skill sets, deployed skilled workmen under one of our technical managers to do the disconnecter and circuit breaker jobs while the rest took up the transformer works." Having done the critical work, Sundhara worked out a schedule to bridge the two-month work lag, by preparing a tight schedule with two shifts at site during the testing phase. "As we were about to energize the substation, the client came up with a last-minute change to modify the complete auto change over scheme along with DC in LVAC board," he shares.

All Sundhara required was a final thrust to energize the substation. "Guided by the Project Manager, we lined up the activities with a specific team taking charge of the works from 8 pm onwards. We worked all through the night and completed the task by 4 am as per the client's requirements. A job of this kind that would normally have taken a minimum of 16 to 20 hours was accomplished in just 8 hours." Obviously, the client was delighted and as Sundhara exclaims, "They acknowledged our stupendous efforts and cleared the commissioning of the substation on the same day."

Though it has been close to 9 years since Sundhara joined L&T, he still recalls the day he received his call letter. "It was one of my most memorable days and for my parents as well as I got the call from HQ after a long wait of 3 months. L&T was my dream company, and the journey so far has been enriching as I have evolved from a DET to a professional all thanks to the guidance of my seniors at work."



SEIZING THE MOMENT IS THE KEY



Toufik Karim

Construction Manager, Civil, PT&D

For Toufik Karim, completing the 220/33 kV GIS project, Ranchi, is one more powerful milestone achieved in his list of substation projects. "I'm fortunate to have been part of some prestigious projects over the last few years including the 1200 kV Bina and the 765 kV substation projects. Certainly, building India's tallest super substation was the most challenging of all the assignments, more so considering the pandemic situation and the fact that we delivered the project ahead of schedule, makes this a special achievement for all of us at the project."

For me, just being a part of such a big organization and being valued for contributions, opinions and suggestions is what makes me proud.

Toufik attributes their success in large measure to the wonderful organization he is a part of. "It's not easy for someone to identify a single aspect about L&T which makes him/her proud. For me, just being a part of such a big organization and being valued for contributions, opinions and suggestions is what makes me proud." At Ranchi, Toufik and team had the onus of closing in on some major civil tasks. "Concreting the GIS building raft was completed in a single pour involving 707 cum which is by far the biggest pour in PT&D," he highlights. "It required detailed pre-planning including round the clock quality checks at the batching plants, production and execution monitoring across the day and night shifts that spanned 3 days."

Every time we raise the bar, there is collective surge in our progress, reveals Toufik. "Ultimately, to ride over challenges, we must seize the moment. Our disadvantage of working in confined spaces suddenly became a plus as we were able to take up tasks

even during the restrictions with the client's support and set the platform to accelerate when operations resumed." Converting adversities into opportunities also gave them the edge. "Initiatives like deploying a tower crane for civil works is not something commonly seen at PT&D projects. Innovations in basement wall casting, staging scheme and slab works gave us the much-needed thrust to close in on the milestones and timely handover the project," says Toufik with a triumphant grin.

Acknowledging that his scope of work at site demands a lot of time, Toufik, balances between his hobbies of reading books, writing blogs, and connecting with his family that includes his wife, Subreen Nahar, a home maker, and daughter, Aleena, who are with him at the site location.



ALWAYS IMPORTANT TO TAKE PRIDE IN WHAT ONE DOES!

While there was an air of nervousness during my initial days, the significance of what we were doing, the responsibilities thrust on the team and the onus of taking care of the welfare of workmen instilled a sense of pride in me.



Gopal Jee

Planning Engineer, PT&D

It is Gopal Jee's first project with L&T but his transition from a GET to a planning engineer at the 220/33 kV GIS in Ranchi has been quick and eventful. "There was very little time to settle down due to the pandemic situation and before I knew I was part of many on-ground initiatives at site. While there was an air of nervousness during my initial days, the significance of what we were doing, the responsibilities thrust on the team and the onus of taking care of the welfare of workmen instilled a sense of pride in me."

Undoubtedly, it has been a challenging start to his career. "The learnings are immense," he says, "and of course, the one thing I love most about this organization is that every suggestion is heard irrespective of one's position which gives courage for people like me to speak out and confidently carry out the several welfare measures at site, implement SOPs and network with external stakeholders for approvals."

Having already developed a very good relationship with his client, Gopal handles most of the interfacing. "I have ensured that all the client's guidelines are strictly followed, have motivated our workmen and gained their confidence which has improved productivity. I have also formulated a micro monitoring plan to push progress across fronts."

I like all forms of music; compose couplets and poems and I do a bit of origami crafting for which I hold a Guinness record for engaging maximum people in origami architecture.

There was a lot of catching up to do for Gopal and team when operations resumed. "Working in shifts with more night shifts was an excellent alternative during this time," he remarks, "that was adapted to the maximum extent to achieve our target within the timeline." Gopal attributes his success to the support from this seniors and colleagues at site. "They supported and empowered me to make strategic decisions which brought in a sense of ownership in all the tasks that I undertook." Like all youngsters, Gopal has a leaning towards digital applications and makes good use of the in-house apps, "Most of our audits, inspections and interfaces are through digital tools and the real-time updates are shared through the N-Pulse App. Our client has also acknowledged our efforts," adds a pleased Gopal.

Apart from work, Gopal pursues many interesting hobbies. "I like all forms of music; compose couplets and poems and I do a bit of origami crafting for which I hold a Guinness record for engaging maximum people in origami architecture." There is a lot to look forward for this young man from Patna who has made a mark at his first assignment.



DERIVING SOLUTIONS FROM CHALLENGES



We have achieved the impossible by delivering a six storied super substation ahead of schedule during the most challenging times. Personally, this is a big achievement for me.

M. Manikandan

Senior Chargehand Carpentry, PT&D

The feat of delivering India's tallest substation has not yet sunk in for M. Manikandan, at the 220/33 kV GIS project, Ranchi. "We have achieved the impossible by delivering a six storied super substation ahead of schedule during the most challenging times. Personally, this is a big achievement for me. The civil portion in most PT&D projects is limited but here we had to complete the critical slab shuttering works for the 32 m high substation."

Thankfully for Manikandan, not all doors were shut when the restrictions were imposed. "Working in a confined space is always a challenge but, in this situation, it worked to our advantage as the zone was secured with almost no external interference and all we had to do was to line up some of the feasible tasks with the client's permission." This, in a way, kept up the momentum for Manikandan and, "helped to plan for the bigger tasks ahead when operations resumed fully."

His foremost challenge was to plan the staging works for the huge GIS hall, the key for raising the superstructure in quick time. "We deployed 3 separate gangs with 10 workmen, oriented them to the tasks and monitored their activities to meet our quality and safety standards." To execute the slab works in the superstructure, Manikandan banked on L&T's in-house formwork system. "We deployed a mix of both flex and heavy-duty tower systems which enabled the site team to work on multiple slabs that hastened completion." Manikandan is delighted to have been part of perhaps the largest concrete pour for a substation in the history of PT&D. "We achieved a single pour of 707 cum with the entire activity planned to perfection over 3 days involving two concrete pumps, 12 transit mixers, 70 workmen and of course, the entire site team."

Executing milestones is what thrills Manikandan. "Every time we face a challenge there is a solution and at projects, the experience gained is an invaluable learning that prepares one better for the next mission. My rich experience in industrial electrification, rural electrification, smart infrastructure and an overseas assignment at the historic Kensington stadium in Barbados is helping me enormously to handle such fast-track jobs."

Manikandan always finds time to read the 'Bhagavad Gita' sharing effusively that "it is a book of life that directs me to make the right choices." He credits his wife, Priyadarshani, for taking care of his two daughters, Aradhana and Ashvandhana in his hometown Nagapattinam in Tamil Nadu.



STRIVING FOR QUALITY IN ALL THAT HE DOES

R Raghavendra

Assistant Construction Manager (Civil), PT&D IC

R Raghavendra's career journey resembles a Bharat darshan having started in 2007 at a project in Haryana, followed by a couple in Uttar Pradesh, then a couple in Punjab, then in Madhya Pradesh, back to UP and finally to Maharashtra after which he left Indian shores. Presently, at the 500/230kV Surat Thani Substation (GIS) project in Thailand, he is striving to bring quality into all that he does though, as he agrees, the going has been tough because of the pandemic.



Progress is dependent on a healthy and productive workforce and Raghavendra's initial focus was to mobilize migrant workmen. "Though there were restrictions of workmen coming from Myanmar, Laos, and Cambodia and on interprovince travel, we completed the paper works for all of them and shared with the Department of Disease Control and the provincial health office to mobilize labour," he inforAlthough there were weekly inspections by the Thailand government disease control officers, provincial health control officers, employee welfare officers, people from the immigration bureau office and local police officers, the team was able to address all their concerns, provide all the relevant documents for project work to progress smoothly.

After bringing them on board, Raghavendra and his team identified the skilled and more efficient workmen, divided them into different groups, allocated them different works to achieve targets in a defined time frame. "We allocated our resources based on the quantity and priority of the works and prepared micro schedule planning to work across various fronts," he points out. They regularly compared daily work progress to the project base schedule, analysed daily productivity with respect to the project's asking versus strike rates, identified site issues and did their best to resolve them. "We also followed up daily with our vendors and suppliers to ensure that material was delivered in time," he adds.

I am always striving to meet quality standards by using modern construction techniques and developing my skill without compromising on safety, and L&T has always given the freedom to explore, learn and innovate.

Raghavendra is happy with their effort. "We generated 25% of invoicing despite all the restrictions and the team managed to certify 26 mn worth of variations that were approved by the client," acknowledging at the same time the support of his senior management to achieve their targets.



Hailing from Bengaluru in Karnataka, Raghavendra's life partner is Archana, a homemaker. Predictably, one of his hobbies is to explore new places. "I also like playing snooker and bike riding," adding that one of his most memorable moments was an experience at the Pangong Lake in Ladakh.

"I am always striving to meet quality standards by using modern construction techniques and developing my skill without compromising on safety, and L&T has always given the freedom to explore, learn and innovate," he rounds off positively.

I have learned things here that I never would have. I am working happily with good, supportive colleagues. I love this organization and will always give my best to achieve the best results.



“L&T HAS OPENED A NEW WORLD FOR ME!”

Patcharee Kumkrua

Senior Engineer (Civil), PT&D IC

At his first project with L&T at the 500/230 kV Surat Thani 2 GIS Substation in Thailand, Patcharee Kumkrua is in awe of the company he is a part of. “L&T has opened a new world for me,” he says, “and I have learned things here that I never would have. I am working happily with good, supportive colleagues. I love this organization and will always give my best to achieve the best results. I was born to a small family in the Bueng Kan province in the north-eastern part of Thailand and all my parents could afford was to give me a good education,” he recalls, nostalgically.

Patcharee has learnt well because he is playing a key role at his site as the project team tries to overcome the challenges posed by the pandemic. “Our biggest problem was that we have a large number of people working together so it was difficult to stay safe and keep others around you safe,” he points out. “For progress, we ranked and planned our priorities for each task, regularly followed up with our various stakeholders and then executed the work. We ensured that for every task, we planned together, followed up closely to monitor progress and solved problems together by doing root cause analysis,” he says saluting the merit of teamwork. On the digital front, he mentions the use of drone photography to track project progress.

Every problem that cropped up, whether due to design or work-related, was immediately addressed and resolved as the team was focused on getting the job done in time.

Like Patcharee’s colleagues across the world, he and his team also had to make their workmen aware of COVID-19 and the various precautions they had to follow both at the workplace and in public areas. “We kept them informed of all the official announcements by the Thailand government too to avoid mistakes and thereby avoid unwanted delays at site due to any situation,” he shares.



Still single, Patcharee’s parents are Tassapon Kumkrua and Amr Kumkrua and he has two sisters, one elder and one younger. “I love to read, listen to music and eat delicious food in my pastime,” he laughs. His graduation day has been his most special day, “because that was the day when my parents smiled the most,” he shares with feeling.

BUILDING A TRACK RECORD OF TIMELY COMPLETION

I won it for my first overseas project, the 132/33 kV Saada substation project (GIS) and won it again for the 400/132 kV substation (GIS) project, both in Oman.



Anil Tomar

Assistant Construction Manager (ELEC), PT&D IC

Young Anil Tomar, from L&T’s GET Batch of 2015, is building a track record for himself by winning the organization’s awards for Timely Completion. “I won it for my first overseas project, the 132/33 kV Saada substation project (GIS) and won it again for the 400/132 kV substation (GIS) project, both in Oman,” he shares, visibly proud of his achievement. At his present assignment, the 500/230 kV Surat Thani 2 substation (GIS) project in Thailand, Anil is responsible to install and test two major electrical equipment: 20 bays of the 500 kV GIS and 12 bays of the 230 kV GIS along with associated electrical equipment and MEP Works.

The pandemic threw Anil’s life out of gear, leaving him with a major headache as to how to install the electrical equipment without an OEM supervisor as all international flights from and to Thailand were grounded. “During my brainstorming, I got the idea to kickstart the 500kV -20 Bays GIS installation with remote supervision from South Korea with the help of digital tools,” he shares excitedly. His idea worked and the team successfully completed the installation. To address another challenge, he says, “I planned the import of high voltage test kits from South Korea in advance, considering the long national holidays in Thailand and received delivery for the first time in our Thailand operations.”

About his style of working, Anil says, “I always adopt new, normal ideas to do tasks as per the local environment. Every project is different, and we have accelerated various works by taking the appropriate steps in the correct direction as required for each task.” Even in this digital world, Anil keeps a personal diary to make personal notes. “I keep track of my deliverables and follow up till the task is completed or even develop mitigating steps in advance for low, high or medium risks.” But that does not mean that Anil is averse to digital tools for he mentions many being used

at his site. “Apart from remote supervision, we use construction time lapse cameras, drone supervision, virtual meetings. Without digital technology, it would never have been possible to kickstart the 500kV GIS -20 Bay installation without OEM Supervisors from Hyundai South Korea,” he reiterates.

Still single, Anil hails from Aligarh in Uttar Pradesh and has several interesting hobbies that include travelling, exploring new places, movies, good food and doing the gym. He mentions his four years of hostel life at NIT, Bhopal, and a visit to Georgia’s Tbilisi City as his life’s memorable moments.



What he finds special about L&T is that “any employee can perform, deliver and reach up to CEO level even from a GET which is unique as compared to other MNCs in India and around the world,” he signs off.

FOCUSED TO KEEP HER COLLEAGUES SAFE



Thanyalak Thongkhong
Officer -EHS, PT&D IC

At her two sites, the 500/230 kV Surat Thani 2 substation (GIS) and the 230 kV Thung Song substation improvement project that Thanyalak Thongkhong oversees as Safety Officer, she is focused to keep her colleagues safe. "I have a clear work goal and keep a performance scorecard," she says, "that clearly defines what we have to do, what the supervisor has to do, what are the expectations both in terms of results and quality of work. I strictly plan our operations and follow that plan, setting priorities of a job based on its urgency. I set my goals for any event, identify the risks that could prevent the goal from being achieved, assess its likelihood, impact, and severity of the upcoming event and make plans to deal with the risks and those that might arise in future." Her approach is very precise and methodical.

Thanyalak keeps herself informed of all the relevant job-related information by meeting supervisors and those involved in the work process. "This helps me to work quickly, accurately and deliver on time," she smiles, adding that it also helps to remove bottlenecks and push progress.

A typical day's work for Thanyalak involves ensuring that all the people in her project sites are safe and following all the COVID-19 safety protocols. "I have the additional responsibility to visit the Ministry of Labour office to check for new rules for construction sites to inform, implement, and follow which is very important during this nCOVID-19 situation," she points out.

I am proud of L&T for having given a foreigner like me with only three years of work experience the opportunity to participate in this project, to learn and work on new technologies and consider Safety the Number One priority.

Safety is a shared response and Thanyalak is aware that her success depends on building a strong team. "Teamwork must have a competent leader," she says, "so that there is mutual acceptance and respect for each other to create a good atmosphere to work together."

Her first assignment with L&T has been a new, at times, unnerving experience for her. "I am Thai, I speak Thai and very little English, but I am very fortunate that L&T is allowing me to share new experiences such as culture, living, food and my fear of using the English language," she laughs

nervously. "But my team members have been very helpful both in matters of work and cultural exchange," she adds gratefully.

Born in Thailand's Phatthalung province, Thanyalak is from a small place "full of rice fields, farmers, nature and only one shopping mall," she describes. "My father is a farmer too. My husband is Orachun Csewhakan and my daughter's name is Thanchanok Csewhakan," she shares, adding that her pastime is watching TV after work.



"I am proud of L&T for having given a foreigner like me with only three years of work experience the opportunity to participate in this project, to learn and work on new technologies and consider Safety the Number One priority," she shares in awe.

REINFORCING BONDS OF TRUST

T. Karthicraja
Construction Manage, Electrical, PT&D

When working in foreign lands, success to a large extent depends on the strength of the team and PT&D's Africa BU has successfully pooled together a strong core team resulting in several youngsters like T. Karthicraja confidently shouldering larger responsibilities at site. "I was part of the team that executed significant projects in upper East Africa like the 220 kV D/C Uganda-Kenya (Bujagali-Tororo) Interconnection Transmission Line, the 220 kV D/C Uganda-Rwanda (Mbarara-Mirama) Interconnection Transmission Line and the 500 kV HVDC Ethiopia-Kenya Interconnection Transmission Line. My present assignment, the 220 kV S/C Morogoro-Dar es Salaam for the SGR Transmission line is another marathon project with many challenges that got further complicated with the pandemic situation," he shares.

Of the total span of 161 km, Karthicraja, is in-charge of an 80 km stretch. "Right from the start, we faced issues like severe climatic conditions and torrential rains that completely submerged the work zones. Fortunately, every time there was a bottleneck, support came from the client that helped us work out alternative strategies." One of the team's primary concerns was to complete the foundations across the critical areas. "We encountered flooding near the banks of the Ruvu river and therefore convinced the client to go for a raft foundation scheme that securely mitigated the risks," he flags off a minor triumph.

By deploying heavy duty cranes instead of the conventional scaffolding arrangement, Karthicraja effectively speeded up the works. "It facilitated seamless execution of the stringing works over the live power lines, reducing manpower and ensuring total safety."

Our biggest victory was to make the workmen feel safe with our welfare measures and SOP implementations. Today, the client advocates our secure approach and have endorsed the online FAT programs which has ensured timely delivery of the inspected material at site and fast tracking of the project.

He is particularly pleased with the way the team has handled the COVID-19 crisis that has won them accolades from the client too. "Our biggest victory was to make the workmen feel safe with our welfare measures and SOP implementations. With our management's support, we quickly arranged for PPE kits, sanitizers, face shields at various work locations to our front-line workers which boosted their morale. Today, the client advocates



our secure approach and have endorsed the online FAT programs which has ensured timely delivery of the inspected material at site and fast tracking of the project."

Having been in Africa for a while, Karthicraja has taken a liking for Tanzania. "The people are friendly, the climate good, but when working in the interior regions, connectivity is very poor," he says a trifle sadly. "At the end of a hard day's work, I try to return to the main area to connect and spend some quality time with my wife, Soundarya and daughters, Jai Nisha and Kaviya Sri who are based in Karaikudi, Tamil Nadu. However, when the network is down, there is always a game of cards with my colleagues," he smiles, with a nonchalant shrug.



RAISING THE BAR ACROSS FRONTIERS

Eshan Mahesh Jain

Assistant Construction Manager, Civil, PT&D

Having worked at projects of scale across the Middle East and presently Africa, Eshan Mahesh Jain can claim to know a thing or two about handling international projects. He has worked at the 220 kV S/C SGR Dar es Salaam to Morogoro OHTL in Tanzania, 220 kV D/C Toshka-Wadi Halfa transmission line in Egypt, 220 kV D/C North Hurghada-El Qusair transmission line in Egypt, 115 kV D/C Turbah-TEG -Rania and 115 kV D/C Shedgum-Uthmaniyah in KSA. "Long span transmission line projects are always a challenge especially in Africa," he remarks, "as alignments run across country borders and along vast stretches of arid lands and forests."

Eshan began with ROW & bush clearances, and later when fronts were established, he took up foundation, erection, and stringing works though the challenges he faced were of a different nature. "We have a decent number of local workmen, but they panicked because of the pandemic," he states, shaking his head. "It was tough to address the needs of workmen of various nationalities, but we successfully worked out a range of initiatives in line with our ESH measures, convincing them in the process that it was safer inside the camps than outside."

Handling the 120+ km span of the project was no joke but as Eshan assures, they had a plan. "We handled each work zone as an independent site with specific teams deployed to orient workmen on the do's and don'ts along with implementation of SOPs in line with the local laws." The good work done by PT&D in Africa is reaping rewards, he mentions. "The client has supported our initiatives, coming forward on many occasions to help us address external issues like roping in the local administrators to facilitate the implementation of specific work protocols and safety measures."

Thanks to their hard work, Eshan and team have made excellent progress. "We have achieved around 23% of progress between March and July 2020 and with some relaxations in the restrictions



We have achieved around 23% of progress between March and July 2020 and with some relaxations in the restrictions during the latter part of the year, we have successfully accelerated our pace of work banking largely on our digital applications.

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It is a long way from Nagpur to Tanzania but Eshan acknowledges that his international exposure has given him the edge to take up larger and challenging jobs. "The only thing that I miss is my parents, but we try to bridge the gap through our daily video chats."



ON A POWERFUL MISSION

Karthikeyan Vellaisamy

Senior Engineer, Electrical, PT&D

Over the last 5 years, PT&D'S Africa BU has made commendable progress, executing several significant power transmission and distribution projects. A large part of this success is thanks to the efforts of resilient professionals like Karthikeyan Vellaisamy, who is presently involved in the construction of the 220 kV Transmission Line from Kinyerezi to Morogoro for SGR Phase-1. "This is my fourth assignment in Africa following the 330 kV transmission line from Mumbwa substation to the Kalumbina mines, the 400 kV transmission line from the Olkaria substation to the Lessos substation and the 400 kV Singida to Babati transmission line," he shares.

The Standard Gauge Railway project in Tanzania is a landmark project. "It is a first-of-its-kind dedicated transmission line project which will provide uninterrupted power supply to the high-speed Standard Gauge Railway line," highlights Karthikeyan. "Our challenge was the span along with the scope involving the construction of a 220 kV single circuit transmission line on lattice towers, along with a single conductor and 48 fiber OPGW earth wire across 161 km." When the pandemic broke, Karthikeyan and team were spread out across different fronts, "To address the situation, we divided the alignment into smaller zones with designated teams addressing specific tasks. The going was tough with restrictions and workmen wanting to go home."

With their various welfare measures and SOP implementations, the team won the confidence of the workmen and convinced them that they were safer in the camps than outside. "This was a huge boost to our efforts," points out Karthikeyan enthusiastically. "By creating 'bubble groups' for different groups of workmen based on their tasks and skillsets, we were able to monitor and restrict their movement between sites and camps while arranging the necessary work protocols."

We relied on our in-house digital apps for tasks such as surveying, quality inspections and project monitoring which facilitated the 15 foundation, 18 erection and two stringing teams to look at the milestones from a common perspective. From March to July 2020, we made around 23% of progress and have upped the ante thereafter.

Wherever possible, Karthikeyan took the help of digital interventions with the client endorsing their initiatives, "We



relied on our in-house digital apps for tasks such as surveying, quality inspections and project monitoring which facilitated the 15 foundation, 18 erection and two stringing teams to look at the milestones from a common perspective. We identified lag areas and jointly addressed the criticalities to achieve the overall milestones. From March to July 2020, we made around 23% of progress and have upped the ante thereafter."



"I love my job and its pressures," he nods, "but there are sacrifices to make and I think my wife, Saleena, a homemaker, is doing her best, taking care of my toddler son, Tharun, back home at Thirunindravur, near Chennai," he concludes.

WISELY ON THE MOVE



Sunil Narayan Moolya
Senior Engineer, Civil, PT&D

At his 220/110 kV Thrissivaperur Transmission Line project, Sunil Narayan Moolya is very much on home ground having previously executed some high voltage transmission line projects across Karnataka and Kerala. "I'm good at sourcing and coordinating with workmen gangs and in transmission line projects we are always dealing with gangs for various specialized tasks like tower erection, stringing and so on. Certainly, it is important to put the right team at the right place."

Like more of his ilk, Sunil and team also faced some unexpected challenges due to the pandemic. "Suddenly, we had to demobilize some of our best gangs due to regulations while we were right in the middle of some core works." The month of May was a most testing phase, he recalls, "having to complete maximum number of foundations to reduce the lag with limited resources. We stuck to the fundamentals, put our best men in challenging tasks especially when executing the narrow base towers, planned meticulously, and roped in some local labour. With our excellent networking, we achieved the impossible by completing 18 foundations."

Normally, Sunil would have gone by the crew list prepared at the start of the project but in this scenario, he chose to work with five foundation gangs and another erection gang. "At the end of the day, it was important to derive maximum productivity with our limited resources. We worked out a matrix wherein tasks like erection and stringing were taken up at parallel ends to fast track project milestones." Their modus operandi worked well for as Sunil proudly shares, "Overall we have completed 59 foundations, 51 tower erections and 1.75 km of stringing in a State that had the maximum work permit protocols and regulations."

At the end of the day, it was important to derive maximum productivity with our limited resources. We worked out a matrix wherein tasks like erection and stringing were taken up at parallel ends to fast track project milestones.

Referring to his career highlights, Sunil points out that the 800 kV transmission line job in Assam was one of his toughest jobs and the Kudgi transmission line in Karnataka as one of L&T's benchmark projects. "Every time, we bridge distances and bring power to remote areas it gives us a high. The quest to light up villages and homes drives me forward," he says earnestly.

A cup of coffee or a dosa at an Udupi joint always brings back memories of home, he reminisces fondly. "As I stretch myself at projects, my wife Ranjini takes care of my daughter, Pavani hoping that I get a timely break for a short reunion."



NOT JUST A DET; A FULL-FLEDGED TEAM MEMBER

Krishna Gurjar
Engineer, Civil, PT&D



A memorable opening day at L&T as a DET has since transformed into a remarkable phase for Krishna Gurjar at his first project, the 220/110 kV Thrissivaperur Transmission Line. "We have achieved so much in such a short time overcoming many challenges and for a fresher like me this has been a dream debut," he enthuses.

He and his team had a unique task to dismantle 71 existing towers, destringing conductors and earth wire to make way to raise new towers. "It was like doing two jobs and the overall progress depended on how fast we could prepare the ground," he observes. "Initially I was part of the on-ground teams facilitating and monitoring work fronts. Then, as I settled down, my responsibilities shifted more towards welfare measures due to the emerging pandemic situation." All along, he rode on the support of his seniors and he is ever grateful to them for making his debut even more remarkable.

Ensuring the safety and welfare of the workmen was perhaps most fulfilling for him. "Suddenly, I saw myself more than just a DET but as a safety ambassador," he shares. "In fact, all of us at site were Safety Champions, striving to create and secure a safe zone. No, it was not easy by any stretch of imagination especially the early days of the pandemic," Krishna's expression reveals the strain, "but our concerted efforts paid off." Not only did they win over the workmen, but the local administrators started to consider their project as a role model. "During those days, I learnt many life's lessons and the importance of networking in project management."

For approaches, they adopted a mixed way of doing things. "Of course, as part of the execution team, I had a broader picture of how the various milestones were approached. The project team dismantled the old towers and stringed using HTLS-ACCC drake conductors. A range of digital applications such as QIR, EHS Shield, WISA also helped us made good ground with the result we completed 59 foundations, 51 tower erections and 1.75 km of stringing."

Not surprisingly, when Krishna connects with his parents back home in Bhopal, there is a lot to share and celebrate and with so much happening in his first project, Krishna looks ahead to a bright future at L&T.

Suddenly, I saw myself more than just a DET but as a safety ambassador. In fact, all of us at site were Safety Champions, striving to create and secure a safe zone.

WORKING PURPOSEFULLY TOWARDS SET OBJECTIVES

Tushar Lashkari

Senior Engineer, Electrical, PT&D

With most of their foundations running across paddy fields and the dark clouds of the monsoon looming, Tushar Lashkari and team at the 220/110 kV Thrissivaperur Transmission Line project had a task to complete their activities quickly with the added hindrances due to the pandemic-induced restrictions. "Thanks to our concerted efforts and welfare measures, we managed to retain a fair number of the foundation gangs and with a clear strategy successfully completed our critical activities," he shares with a satisfied smile.

Though the overall length of the alignment was never an issue for the team, its uniqueness was, involving the upgradation of the existing 66 kV line and the construction of a new transmission line. "We began by clearly listing out our priorities," shares a methodical Tushar. "Then our plan was to first identify the soft spots that were likely to be affected by the monsoon and line up a section wise charter to complete the foundation and stringing works together. With most of these work locations in interior regions, we opted for local labour. Though a risky proposition, we supported it with proper orientation and monitoring," and as Tushar adds, it worked to their advantage especially once the restrictions came into force.

"As a safety measure, we took the extra step of deploying a three-member team across each location to oversee the activity and ensure that the local workforce maintained our quality and safety standards." Their strategy worked, progressing surely and steadily till they successfully completed all the critical tasks well before the rains came and thereafter took up the regular milestones.

Tushar makes special mention of the client's support specially to facilitate work permits and clear statutory approvals. "We followed the guidelines about working in containment zones and our client even accepted some of our suggestions to streamline work safely. For sorting out local issues, we always had a helping hand as they took pride in how professionally we have managed the project."



A home away from home is how Tushar fondly refers to L&T, "I assured my parents based in Ratlam, Madhya Pradesh, that they need not worry as the organization is taking full care of me and I'm proud to be a part of nation building."



Thanks to our concerted efforts and welfare measures, we managed to retain a fair number of the foundation gangs and with a clear strategy successfully completed our critical activities.

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.

To promote a culture of Gender Diversity & Inclusion and nurture our women workforce and help develop their careers, a need was felt to create a rounded learning intervention for selected women talent to scale forward as effective leaders and, at the same time, introduce the required diversity in the senior management. 'Get Ready to Own and Win' (GROW), is a hybrid coaching intervention programme conceived by Divisional Corporate – HR that encompasses the four broad leadership themes viz Purpose & Vision, Leadership Impact, Health & Wellness & Executive Presence.

The pilot programme was initiated in January 2020 with 10 women employees from DC who underwent a comprehensive schedule to guide them to self-reflect, explore leadership potential & accelerate personal growth through individual & group coaching to transform into effective leaders.

A Valedictory Session organized on 30th October marked the successful completion of the first instalment of GROW that was



"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.

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



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

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

attended by the coach, the participants, the sponsors, and senior HR leadership. "Self-Awareness, reflection & ownership are key elements for leadership development," remarked Dr C Jayakumar, Vice President & Head – Corporate HR, in his valedictory address, highlighting the importance of increasing the diversity ratio in the Organization at all levels of management. "Develop competence in your respective domains and project that competence to the external world through executive presence, communication and networking," exhorted S Ramkishore, Vice President & Head - HR, Divisional Corporate in his address.

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. Stay tuned for further communication. The whole programme was facilitated by Ms S Vijayalakshmi, Master Certified Coach, Founder - Coach Consult, President, International Coaching Federation, Chennai Chapter.

CHAMPIONS OF PROGRESS

WET IC



THINK BIG TO ACHIEVE BIGGER

T. Venkateswaran
Senior DGM (Civil), WET IC

Success depends on several factors but as T. Venkateswaran, Senior DGM (Civil) at the Athikadavu LWS II site advocates, it is equally vital to develop and nurture one's ability to think big. "L&T was a big break for me, and it got bigger with the onus of realizing a 50-year dream project for the people of the districts of Coimbatore, Tirupur and Erode with surplus water from the Bhavani Sagar dam lifted through pumping stations to an elevation of 270 m to recharge the PWD tanks and village ponds accounting for 1040 nos. and amounting to 1.5 tmc of water recharge per year."

For Venkateswaran and his team, it was a mixed work approach that won them the day. "We implemented a secure back-to-work strategy for each district as per the collector's directives," he informed. After successfully sourcing the first batch of 200 workmen by air, they gradually upped the numbers as more fronts opened. "We hit the ground running, focusing on the immediate milestones such as completing the sump rafts for pump houses by sharing the resources and scaling up operations for tasks that were similar in nature." Having completed three of the total six pump houses in the project, they were able to fast track work aware of the criticalities involved.

We hit the ground running, focusing on the immediate milestones such as completing the sump rafts for pump houses by sharing the resources and scaling up operations for tasks that were similar in nature.

The success of a project of this complexity requires all around contribution and Venkateswaran acknowledges the excellent support from their client. "Our welfare measures for the workmen

like providing separate vehicles for workmen commute, establishing isolation wards, conducting regular medical check-ups and providing amenities at the camp received a huge boost with the client facilitating the bureaucratic formalities."

Settling down at site is something that Venkateswaran does not recall much, "It happened so fast and with cooperative colleagues and

seniors around, I felt at home, something which is unique to the L&T culture." With Dindigul, his hometown, hardly a three-hour drive from site, Venkateswaran gets to connect with the family that includes his wife Selvapriya, a homemaker and daughters, Dhanushree, who is pursuing 2nd year MBBS and Vishaalini who is in class VIII. For this on-field professional, it is the family spotlight that matters, "My wedding was a memorable moment and recently when my daughter got the MBBS seat through merit it was a proud feeling for all of us."



ALWAYS UP TO HIS BEST



I believe that by doing the best at this moment, you are better placed for the next and that's how we have gone about achieving our various deliverables.

N. Ashok

DGM (Mechanical), WET IC

Having been associated with L&T for 35 plus years, N. Ashok, DGM (Mechanical) at the Athikadavu LWS II site has evolved into a specialist in mechanical works especially pipeline assembling and laying, always committed to put his best foot forward that has held him in great stead. "I believe that by doing the best at this moment, you are better placed for the next and that's how we have gone about achieving our various deliverables," he shares.

"With back-to-back contractors scarcely available, we broke down the processes, sourcing manpower only from agencies while tools/tackles and P&M was provided by L&T which worked well especially during the initial days after work resumed," Ashok reveals. With pipeline laying at the core of the project, Ashok and team soon realized that a single strategy could not work across as their alignment ran across highways, canals, water ways, rocky terrains and under HT/LT lines. "We pursued with the concerned

highway and power departments to get permissions and deployed line agencies while in some cases, we connected with the villagers to explain the importance of the scheme. For the canal areas, we followed up with the irrigation department to close the water flow to carry out our pipelaying works."

Monitoring was partly digital and partly physical considering the span and as Ashok explains that all the six stretches had individual in-charges along with frontline engineers and divided such that each engineer controlled only 4 km to ensure focus. "For real-time progress, we relied on digital platforms," he informs. "From the client's side there was overwhelming support to clear the ROU, facilitate remote inspections wherever possible with most of our interfaces through MS Teams."

Although each team member gained insights on redefining strategies, "the biggest learning," says Ashok, "was to be prepared for the worst and now, we are in a position to realign any facet of the project and still achieve the overall objective, all thanks to the collective efforts aided with some smart digital tools."



Ashok muses that once completed, this project would be another landmark in his long list of achievements. "From joining as a DET in 1986, completing my graduation from BITS Pilani in 2010, to receiving my 30-year long service award, the quest to learn and grow in L&T continues to be my aspiration." Hailing from Thanjavur, Ashok credits his wife Parimala who is a postgraduate in Hindi and Tamil for nurturing their son, Adithyaa who is in class X.

TALENT WINS GAMES, BUT TEAMWORK AND INTELLIGENCE WINS CHAMPIONSHIPS



L. Balaji

Planning Manager, WET IC

Having been in the business of planning and Management Information Systems (MIS) for close to a decade now, L. Balaji, Planning Manager, at the Athikadavu- Avinashi Scheme, appreciates the importance of teamwork. "We might have grand plans but executing the scheme well is the most vital part of the process and the invaluable lesson that keeps ringing in my ears, is espoused by the greatest sporting talent, the legendary Michael Jordan, that 'Talent wins games, but teamwork and intelligence wins championships.' This is what has kept us in good stead during these challenging times."

As of now, the team has achieved significant progress across fronts, and they all deserve a pat on the back for overcoming all their challenges. "As a planning professional, I have always relied on robust MIS to steer schedules, but the pandemic was a different ball game. We had to think out of the box, bring in all our experience and adopt different approaches to work to achieve our deliverables." The learnings are now a part of our execution memory, he chuckles. "We are now better prepared to handle the worst."

We had to think out of the box, bring in all our experience and adopt different approaches to work to achieve our deliverables. We are now better prepared to handle the worst.

On a reflective note, Balaji shares the many facets of planning that are key to overall execution, "No one can whistle a symphony. It takes a whole orchestra to perform it and here it was my team comprising Abhishek, Rajam Joga Rao, Chandali and Giridhar, who shared the responsibility. It was like having 5 planning managers on a mission to accelerate progress."

Away from his project, Balaji has had his limelight moments, "Taking my parents by flight for the first time from Chennai to Delhi was an awesome feeling, as was receiving the best employee citation during my GET days that has kept the fire burning in me and of course completing an executive MBA after an academic gap of 8 years."

Today, I have my wife, Jayapriya, who is a homemaker, with whom I share our achievements at site and her acknowledgement for the kind of work we do is perhaps the greatest satisfaction.



IN SYNC WITH PLANNING AND EXECUTION



Having steered the execution of works in Zone 1 for over 4 years from 2013 to 2016, Avinash skilfully handled the various on-ground challenges. When the pandemic situation developed, he was given the onus to oversee the planning for Zones II & III. "We stuck to the fundamentals, targeting specific areas, clusters, which were critical and later closed in on the other fronts," informs Avinash. "While the pipeline was the lifeline of this project, there were other key structures such as the intake well, approach channel, raw water reservoir and water treatment plants that called for specialised execution methods." Overall, we accelerated safely wherever possible, he indicates, "keeping in mind that the construction, testing and commissioning of civil structures and pipeline works complement the final delivery."

Avinash Dwivedi

Construction Manager (Civil), WET IC

With more than 200 villages around Rajasthan's Banswara-Pratapgarh region, accessing potable water well before the lockdown, the job was half done for Avinash Dwivedi, Construction Manager (Civil). "It is a huge project with three zones covering around 334 villages and the fact that we had already moved into the defect liability period meant that we were on track."

Zone 1 with 140 villages were the first beneficiaries. "We arranged passes for our operators to ensure uninterrupted supply of water during the restricted period," he shares. "It was huge boon for the locals as earlier they had to trudge long distances to fetch water. In a way, we helped the administrators to restrict the movement of people," quips Avinash.

We stuck to the fundamentals, targeting specific areas, clusters, which were critical and later closed in on the other fronts. While the pipeline was the lifeline of this project, there were other key structures that called for specialised execution methods.

Like all on-field L&T professionals, Avinash sings praises of the digital initiatives. "Our in-house solutions helped enhance quality and safety while ensuring that we bridge the gap in areas where distance was an issue. Most of our digital applications have drawn the attention of the client and today, it is the preferred mode for connecting, inspecting, and even securing approvals."



Avinash's family includes his wife Nidhi who is a homemaker and daughter Anaya, who are based in Sagar, his hometown in Madhya Pradesh. Unwinding after a day's work means listening to some good old Hindi melodies for which Avinash makes time for and agrees that, "they rejuvenate you to face another challenging day at work."



FINISHING MISSIONS POWERFULLY

Sandeep Ratnoo

Assistant Construction Manager (Electrical), WET IC

The final leg of any race is always most tense especially if one has not built up a substantial lead which is what Sandeep Ratnoo was feeling at his Baswara-Pratapgarh WSS project. "Fortunately, we had done the hard work much before the lockdown and when it came to deliverables, it was largely about powering the network which was well within our control."

While giving finishing touches, Sandeep and team had another responsibility as Zone I was already commissioned and providing water to around 140 villages, "Ensuring water supply at this end of the project was a separate mission by itself as we could not afford the risk of failure even for a single day especially during the lockdown, being a vital service." A composite project, the distribution framework has been designed with sustainable features. "All the Elevated Storage Reservoirs (ESR) are powered by solar panels and it was our responsibility to keep them running to assess the status of water distribution that depended on some key ground factors," informs Sandeep. "The solar panels powered the flow of water into the ESRs, and it was important to monitor their functioning across 64 remote locations that is being done consistently and successfully, due to our collective team effort."

The last phase of the project relates to what Sandeep likes doing and is good at. "Electrical and instrumentation works are nearing completion across the 13 pump houses with key installations such as the vertical pumps completed, a new switch yard feeding 33 kV power over a stretch of 7 km and the SCADA system integrated at the two WTPS."

Having been with L&T since 2014, Sandeep has high regard for its learning and developmental opportunities. "L&T's work culture encourages employees to continuously improve the quality of their work and recognises contribution towards enhancing the quality of construction to create value for stakeholders." Overall, he sums up, "We are responsible corporate brand ambassadors and play an active role in the community towards the betterment of everyone."

L&T's work culture encourages employees to continuously improve the quality of their work and recognises contributions towards enhancing the quality of construction to create value for stakeholders. We are responsible corporate brand ambassadors and play an active role in the community towards the betterment of everyone.

Sharing the success moments of the project with his wife Bhagyashree, a home maker, is something that Sandeep cherishes. "Back home at Kuchaman in Rajasthan, I used to get some time to play my guitar and ukulele but then the joy of successfully commissioning a project and seeing people's lives transformed is always memorable."



CREATING WATER LIFELINES

Rajkumar Kondappan

Assistant Manager (Mechanical), WET IC

From the time Rajkumar Kondappan joined L&T, he has been involved in developing water lifelines across projects. "I must have engineered, integrated and laid close to 2000 km of pipelines, which gives me a deep sense of satisfaction." Continuously improving the process is his real motivation for as he says, "there is so much to learn as each project is unique and the key is doing it right the first time as water infrastructure projects have a vast span."

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Rajkumar began to create his mechanical footprint with the HUDA Recycled Water Supply Project in 2017. "Initially, laying 110 km of pipes seemed to be a tough job but with larger projects came greater responsibilities as my subsequent assignments at Bagidora-Banswara-Pratapgarh covered a network of more than 300 villages."

In his present Banswara project, the challenge for Rajkumar and his team has been to lay 2419 km of pipeline with a large section of the alignment running through the Aravalli hills across hard rock. "This called for secure and deep trenching methods involving rock breaking aligning to the highest standards of safety," he points out. "It was a laborious process, and we could not afford the risk of any gaps considering the sensitivity of working in the hills." Working hard and smart kept them ahead in the game. "We came up with many process enhancement methods depending on the criticality of the works especially when executing structures such as



the approach channel, raw water reservoir, intake well, approach channel and timed the delivery synchronizing the civil and mechanical works."

The good work has reaped rewards for Rajkumar and team. "We moved into the defect liability period by early June 2020 and with most of the pipeline network tasks across zones II & III in line, this should be a grand finish despite the tough situation."

Getting back home does take some days, admits Rajkumar as his family including his wife, a home maker, and two children, daughter, Ramya Jyothi, aged 6, and son, Satheesh, aged 3, are based near Madurai in Tamil Nadu. "I'm eagerly looking forward to return home once we close in on the immediate milestones."

FINDING THE RIGHT BALANCE

Tamal Saha

Construction Manager, WET IC

Preparing for a day ahead especially during these tough times is not easy but all of us rely on our own unique ways of finding balance. Some, like Tamal Saha, Construction Manager, Barrackpore Integrated Sewerage System project, has an interesting way. "Usually, I begin my day early, spending time with my colourful love birds, attending to them, taking inspiration from their exuberant spirit and chirping. It gives me the perfect head start for a gruelling day at site," he assures with a broad smile.

Once at the work front, it is like finding one's way through a maze, remarks Tamal, "Ours is a typical city job with the alignment running through congested areas that is full of utilities and with the pandemic, came a newer set of challenges that included following the restrictions to ensure the well-being of the workmen while closing in on the milestones." Tamal agrees that technology tools have cleared the ground to a large extent. "We deployed GPR survey and the utility detector to identify underground utilities while the risky trenching works were fast tracked safely with horizontal drilling machines and trenchless pipe laying methods."

Ours is a typical city job with the alignment running through congested areas that is full of utilities and with the pandemic, came a newer set of challenges that included following the restrictions to ensure the well-being of the workmen while closing in on the milestones.

For other significant structures like the STPs, the team relied on Lean Management techniques to maximize efficiencies and productivity. "We focused on works that were within closed boundaries where public movement was restricted and turned the pandemic situation into opportunity by engaging more machinery at lower costs, organized factory acceptance tests for the client and engaged our limited manpower for the most critical tasks."

"For some time, till we bridged the gaps, night shifts became a regular and with a young team holding fort, we achieved decent progress with the client endorsing our digital approach



for inspections," mentions Tamal. "We went a step ahead and arranged video conferences with our vendors and subcontractors to make them understand the importance of aligning to the SOPs which was critical for our way forward post resumption."

Back home, it is a different role for Tamal as he becomes a teacher for his daughter Ritisha and her friends, "I spend around two hours teaching them while my wife Sananda, joyfully oversees our interactions," shares the delighted father.



WORKING OUT A DYNAMIC ACTION-PLAN

We focused on completing the structural works which included the STPs, lifting stations and local resources to fast track the tasks. This helped in partial completion and releasing of stage wise holds which enabled us to achieve targeted revenue and maintain a healthy cash flow.



Swarup Sikder

Assistant Construction Manager (Civil), WET IC

One of the first things that Swarup Sikder, Assistant Construction Manager (Civil), took up when operations resumed at his Barrackpore Sewerage Project was to address tasks within closed boundaries. "We focused on completing the structural works which included the STPs, lifting stations and local resources to fast track the tasks. This helped in partial completion and releasing of stage wise holds which enabled us to achieve targeted revenue and maintain a healthy cash flow."

He recognizes that having a young and energetic team was a huge advantage, "always ready to accept challenges and raise the bar when it mattered most." Aiming to play safe and get it right the first time, Swarup says, "Initially, we continued with regular night shifts as the approach was secure considering the restrictions in place and gradually scaled up momentum. Targets were scrutinized from a financial perspective and priorities were lined up, taking cognisance of the internal and external dynamics." Planning, he agrees, was dynamic and discussed at all interactions. "Young minds see things from a very different perspective, and they steered the course of action with the guidance from senior members," he observes. "In a way, it helped everyone to have a comprehensive view of the overall milestones apart from their individual targets."

Theirs is a typical city job with the network running through congested areas surrounded by utilities, some of them as old as the city itself, sighs Swarup. "We made inroads with state-of-the-art technology like horizontal drilling machines and trenchless pipe laying methods that fast tracked works across critical sections." Digital tools have made the entire process transparent with the client endorsing our all-out efforts. "Monitoring, inspecting and

approving on a real-time mode have made our job easier," he smiles, nodding that good work always forges bonds of trust. "Our client seeing our efforts chipped in to facilitate the formalities with regard to approvals and work permits."

"The larger goal of building a vital water infrastructure keeps me busy while my wife, Ipsita Jana, who is a MD in Homeopathy, keenly pursues her duty of keeping people healthy back home at my village in Munsirhat," highlights Swarup. "For the time being, I balance between Japanese animation, web-comics and a little bit of gardening at site."



'FOCUSED TACTIC' MAKES THE DIFFERENCE



Prateek Singh Rathore

Construction Manager, (Civil), WET IC

"By now, we all have some idea on how to thrive in a crisis by being prepared for the worst," declares Prateek Singh Rathore at the Infrastructure Works at Bidkin. "Over the last few months, we have addressed multiple challenges as we resumed work, some of which were unthought of. We have stood together as a team and delivered some very significant achievements. Overall, it has been a tense but satisfying turnaround."

A special job, the Infrastructure works at Bidkin has a scope that is more than a typical WET IC project. "We have a line of core civil works including laying roads, constructing drains, culverts, bridges and of course the WET portion covers water supply, sewerage treatment and even the power infrastructure setup." With TI IC entrusted with a major part of the scope, the job also calls for a lot of interfaces especially when the fronts overlap.

For Prateek and his team, unlock meant that they had to have keys for several issues. "Labour management was at the top as we were left with only minimum strength. Of course, there were local resources but training and raising their skillsets within a short span of time was a huge ask. Instead of going all out, we concentrated on pragmatic acceleration of the on-going activities through consistent project management." Nothing fancy, it was a common-sense and logical approach, mentions Prateek that helped them do things right the first time, avoid rework and keep moving forward.

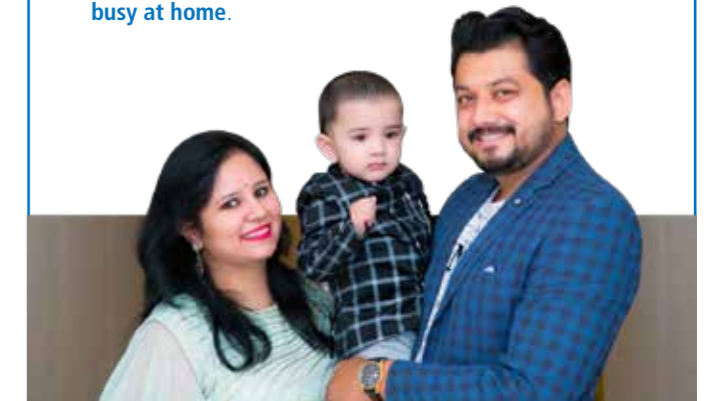
"It was a whole new ball game with so many civil structures in scope," remarks Prateek. "I had to plan the execution, stage by stage, streamline activities through effective communication across various stakeholders and arrive at the right strategy at the right

time and place. Our 'focused tactic' worked well as we succeeded to optimise the available resources to complete the immediate targets while ensuring the safety of employees and workmen."

Our 'focused tactic' worked well as we succeeded to optimise the available resources to complete the immediate targets while ensuring the safety of employees and workmen.

"When I began in L&T at the underground drainage works in Jamnagar, the 350 km of pipe laying works and 31 pumping stations seemed a major achievement but today, here we have achieved something much bigger," says Prateek in awe. "Going forward, I'm sure there will be bigger projects, calling for bigger commitments to succeed."

Hailing from Bhopal, Prateek and his wife Sweena Kabra, who is a homemaker, have a delightful bundle of joy, their toddler son, Avyukt, who keeps them busy at home.



INSPIRED BY L&T'S CREDO



have been tough to close in on the milestones. "Pragati, BIM and MSP were some key digital tools that helped us identify the leads for acceleration, focus on the lag areas and realign schedules as per timelines."

It is a collective effort, and, in our case, it was a mixed group with the seniors facilitating the youngsters with cross-domain learnings which helped us achieve our overall targets.

Balaji Venkatesan

Assistant Construction Manager, (Electrical), WET IC

L&T's credo of 'We make things that make India proud,' that sums up the company's role of being nation builders is Balaji Venkatesan's inspiration to join L&T. Presently at the Infrastructure Works projects at Bidkin, he says, "Today, I am proud that we are executing key infrastructure for one of India's first industrial smart cities, jointly by WET and TI ICs, involving the construction of an electrical substation, power, and utilities, STP, CEPT, roads & highway structures."

"Streamlining the resumption of works was the toughest part as most of the workmen had migrated to their hometowns while there was a long pending list of commissioning and integration activities with 8 substations in line for charging," mentions Balaji. Rather than waiting for the perfect moment, he and his team got going with the available limited local resources, making vital course corrections on the way to keep progress on track.

Balaji realizes that achieving targets means a lot more than just completing works. "Maintaining cash flow and parallel certification of works are key factors to keep the project healthy and we were able to breathe easy by roping in the client through regular interactions over digital platforms to update the real-time status of works, resolve issues on ground and convince them for timely approvals." He agrees that if not for digital tools, it would

Into his second assignment in L&T, Balaji knows well that having the right person for the right task is half the job done. "It is a collective effort, and, in our case, it was a mixed group with the seniors facilitating the youngsters with cross-domain learnings which helped us achieve our overall targets."

It is a long way from Bidkin to Chennai but Balaji is assured that his home is secure in his wife, Dillirani's care, and that his two children, a daughter, and a son, are in safe hands. "We keep in touch daily through the digital platform and I look forward to a good break after commissioning our milestones."



ON TRACK WITH SECURE PRODUCTION PLANS

Rohit Kumar

Assistant Construction Manager, (Mechanical), WET IC

Rohit Kumar has been busy putting together some secure production plans to help make up for the lags to a large extent at the Infrastructure Works project in Bidkin. "When I joined there years ago, I was responsible to drive a section of the precast production. Today, the site management has entrusted me to oversee the production for the entire Package II."

With most of the crew migrating to their hometowns, Rohit was left with a small team but there was a larger issue to be addressed. "After a long hiatus, the production equipment needed some overhauling and due to the pandemic situation, the service engineers were not able to visit our site. However, based on my earlier experience of handling such equipment, I serviced and put the line back into operation which was the first activity to progress."

Planning was a key factor and everyone's onus at site, he highlights. "It was about achieving cross-domain milestones in this composite project. For the erection of segments, the team had to be doubly careful as any slip would have stymied progress. Sticking to the fundamentals, we developed a case specific milestone activity for every segment which was physically monitored and executed as per our safety and quality standards." The manner of progress evolved as they moved forward. "We had multiple brainstorming sessions to address issues, took up maximum number of parallel activities with additional shifts and finally with a great deal of effort achieved our targets."

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One of the biggest gains according to Rohit is the confidence that the workmen have shown since resumption. "The feeling that you are in safe hands has to be felt during these times. We have gone the extra mile, ensured their well-being to earn their credibility. As we are in the last leg of the project, there are more willing hands to make this a grand finish."

Like most L&T-ites, Rohit acknowledges the support of his wife, Beena Kumari Shrivastava, who is a homemaker, for taking care of their children, son Avyansh and daughter Anika. "It's her presence at home that gives me the focus to concentrate at work." Playing cricket was his passion but then "it is becoming increasing difficult, so I take pleasure in watching the game and following up with a bit of motivational reading to keep myself mentally relaxed."



STEPPING INTO THE BIG LEAGUE OF PROJECT MANAGEMENT

Tarique Zeyad Khan
Senior Engineer (Civil), WET IC

At Bidkin, where WET and TI ICs are executing a first-of-its-kind hi-tech industrial smart city project, work resumed with a flurry of activity and the team, including Tarique Zeyad Khan, Senior Engineer (Civil), prepared to face the several challenges with resilience and strength. "My transition from a GET to Senior Engineer (Civil) happened quickly and seamlessly and soon I hit the ground running, taking up tasks in addition to my scope and getting into every facet of project management. Overall, it has been a thoroughly enriching phase enabling me to step into the big league of project management with confidence."



My transition from a GET to Senior Engineer (Civil) happened quickly and seamlessly and soon I hit the ground running, taking up tasks in addition to my scope and getting into every facet of project management. Overall, it has been a thoroughly enriching phase enabling me to step into the big league of project management with confidence.

"All along I used to think that execution was the toughest part of the job but here I learnt that managing resources is key to achieving milestones," shares Tarique. "When operations resumed, I was involved in the workmen management initiatives which hit a roadblock with critical superstructure and electromechanical works

stalled due to the shortage of skilled labour." At this juncture, the senior members decided to tap local resources to address the immediate milestones. For Tarique, it was a learning experience, getting an insight into the frame to see how to deftly overcome challenges. "We got going with some vital numbers, backed by aggressive skill-based training which ultimately helped to meet the immediate concerns."

When it came to approvals, Tarique was the 'go-to' man for the site team, an extremely critical task as it ensured the availability of the right resources at the right place in time. "For which, I ensured timely approvals, regularised work orders, released purchase orders with continuous follow-ups for mobilization." He closely coordinated with the front-line engineers to monitor progress, to get inputs and reports which helped the site management to identify and plug gaps.

Like all youngsters, Tarique is adept with digital platforms which he credits for fast tracking of works. He has been the mainstay at site to streamline the EIP 4.0 roll out. "This has helped to complete the system processes in time and made the utility very user friendly."

For this youngster, there is a lot to look forward to but for now his thoughts are with his parents. "My most memorable moments are the times that I spend with my parents who are based in Raxaul in Bihar. As I had to move away from them at a very young age to pursue my education and now my career, it is always a pleasure to meet them whenever I go home, and I cherish the memories and good times I share with them."



A DIFFERENT FIELD BUT THE ACTION CONTINUES

Rishabh Upadhyay
Project Administration and IR Manager

For Lieutenant Commander, Rishabh Upadhyay (Retd.), Indian Navy, action continues at L&T's Kundalia Irrigation Project, Right Bank, where he has a larger role to play facilitating a range of administrative tasks. "This project had two distinct phases," he briefs. "Initially, it was about arranging things for the workmen at the camps, providing health care facilities, conducting daily pep-talks and roping in the local administration whenever there was an issue. The latter part involved putting together a mobilisation strategy to provide access to work fronts across the entire alignment."

With years of experience on the high seas, Rishabh, was mentally prepared for the tough battle ahead. "As a team, we were largely successfully about convincing the workmen that the best thing was to stay back while there were a few who wanted to return to their hometowns. Taking the District Collector's support, we worked out a secure demobilisation plan that involved organising medical check-ups, arranging transit documentation and vehicles."

When fronts opened, Rishabh and his team faced a new development. "The state government insisted on engaging local workmen which meant that we had to demobilise around 200 of our existing workmen, register the new recruits and go through a lot of formalities in line with the SOPs." Later, when there was an additional need, they travelled to Rajgarh and even Jharkhand, to interact with the local administration and source resources directly.

In December 2002, I was in the state NCC Naval Wing and was working hard to get selected for the Republic Day camp and when I found my name in the final list, it was the happiest day in my life. Ultimately that helped me step into the Indian Navy.

Convincing the villagers was another challenge for the team. "There were rumours that people at our site were badly affected and that workmen gangs were a threat because of which roadblocks were organised by the villagers." Rishabh and team had to take the support of sarpanches and civil authorities to address the issue. "We took up empty schools as quarantine centres, established a thorough screening process with medical camps which ultimately convinced the villagers. For some time as we resumed, our IR employees were at the wheels, ensuring the safe commute for the workmen."



Hailing from Lucknow, Rishabh's family includes his wife, Namrata, son, Naimish and his mother, Neelam. Sundays are always special for him as he indulges in his hobbies of reading novels, listening to music. Getting into the services is something he vividly recalls, "In December 2002, I was in the state NCC Naval Wing and was working hard to get selected for the Republic Day camp and when I found my name in the final list, it was the happiest day in my life. Ultimately that helped me step into the Indian Navy."



AT THE HEART OF THE MATTER



Prashant Mani

Assistant Manager, (Mechanical), WET IC

A larger mission of providing irrigation facilities to around 16000 Ha area is what drove Prashant Mani, Assistant Manager, (Mechanical) and team, once operations resumed at Kundalia Right Bank Canal project. "A series of workmen motivation drives organized by the IR and EHS Departments set the ball rolling, resulting in the workmen numbers gradually increasing. Our immediate target was to complete the pipeline work in Zone 1 but then the task had many on-field challenges that had to be deftly mitigated."

One imperative was for the team to directly interact with the villagers as most of the alignment ran through their farmlands. "Convincing them was perhaps the toughest part of this job due to the span of the network," remarks Prashant. "In some places, it was easy to make the villagers understand the importance of this infrastructure but elsewhere, we had to work out a communication plan with the support of the local administrators, listing out the complete safety arrangements made in line with the SOPs." While this key task had to be accomplished across more the 20 locations, Prashant had an internal issue to address. "The workmen were afraid to take up works despite our secure arrangements and so we deployed a special team whose main objective was to interact with every workman, make them understand that they were in safe hands by running through our safety procedures both at work and at camps."

Whether it is a thermal power plant or a water infrastructure project, a pipeline network is always the heart of the matter, says Prashant. "In my earlier projects, outside L&T, at Reliance Jamnagar, Khandwa and Khargone Super Thermal Plants, the span was not so vast, but the criticality of the task was high. In this case, the challenge was to monitor the execution of works across the entire alignment. Thanks to our digital applications such as ViewEHS, MAPinr and Quality Apps, we connected virtually, tracked on-field progress for real-time updates while ATL & RAPL helped in self-development."

Prashant's interaction and networking with the locals has been to such an extent that today he can get things done on his own. "Our good work has earned the villagers' credibility and now we have many helping hands whenever there is an issue as they all know for sure that their lives will be transformed for the better when this project is commissioned."



While back at home in Gorakhpur with his wife Sonam, a home maker, and toddler son, Rudransh, Prashant, loves to give his wife a welcome break by taking up some cooking.

Our good work has earned the villagers' credibility and now we have many helping hands whenever there is an issue as they all know for sure that their lives will be transformed for the better when this project is commissioned.

MAKING GROUND FOR MILESTONES



Khushpreet Singh

Senior Engineer (Civil), WET IC

For Khushpreet Singh, at the Moga WSS, stepping into the big league of project management happened so quickly that he credits his seniors and colleagues at site for enabling the smooth transition. "It was a big break for me and an important one too as I was involved in building a first-of-its-kind water infrastructure for Punjab, my home state."

As a civil in-charge, there was a lot of ground to cover, indicates Khushpreet, "It is a huge plant spread across 4 acres and the key structures that had to be raised on an uneven terrain included a 50 MLD WTP, 1140 KL Raw Water Reservoir and Raw Water Pump House, 5400 KL CWR and two MBRs of 1140 KL capacity involving around 8000 cum of concreting." Mid-way through, restrictions came in place, sighs Khushpreet and the focus was on workmen management. "This was one of my biggest learnings as I had never handled such a task before, but the situation called for it and each one of us at site took up the mantle to ensure the well-being of workmen, motivating them and ensuring that they were in safe hands."

We targeted critical tasks such as the MBR works which involved a 25 m high staging support, lining up predefined workmen to accomplish the activity within a short period. Similarly, other milestone activities were scheduled and completed to compliment the overall project delivery.

Upon resumption, Khushpreet and team turned all their focus to hit the ground running but importantly in the right direction. "We targeted critical tasks such as the MBR works which involved a 25 m high staging support, lining up predefined workmen to accomplish the activity within a short period. Similarly, other milestone activities were scheduled and completed to compliment the overall project delivery." From the client's side, there was constant support in the form of facilitating approvals, interacting with the local community and bureaucracy to resolve on-ground issues, acknowledges Khushpreet.

For Khushpreet, the joy of having completed such a huge and challenging project is twofold: the kudos of the people from across 85 villages thankful for potable water is wonderful but having done so in Amritsar, the place where he was born and brought up gives him a special high. "My parents are proud of my contribution and share my achievements with my friends and relatives while I cherish the PRAISE award and hard work that enabled the inauguration of the plant by the Chief Minister of Punjab."



DIGITALLY STEERING QUALITY

Sourabh Bhatt

Assistant Manager (Mech), QA&QC, WET IC

Sourabh Bhatt, performed the dual role of quality in-charge and digital champion at the Moga WSS. "In a way it was complementary as most of our work assessments were digitally driven making our job much easier," he shares.

However, there were some unique challenges apart from the pandemic situation that had to be addressed smartly, highlights Sourabh. "As the quality of the surface water from the canals had deteriorated over the years, people were apprehensive about the quality of water despite the treatment facility." At times like these, Sourabh admits, "your work should speak more than anything else and we did precisely that by inviting some of the prominent locals to our treatment plant to assess the entire process. We went even a step ahead, by taking and testing a portion of the treated water in our laboratory to remove any doubt about its quality."

It was a big stage, admits Sourabh, sharing his apprehensions and fears especially during the initial stages of the project. "The stakes were high, and the pandemic added to the tension as I was worried about my toddler daughter at home. When some of my colleagues were affected at site, the challenge become bigger, calling for great amount of cross-functional tasks. All along, we stood together as team, backed one another and pushed hard to achieve the deliverables." He mentions other forms of bonding, outside of work that worked well like virtual team lunches to keep up the morale.

The stakes were high, and the pandemic added to the tension. All along, we stood together as team, backed one another and pushed hard to achieve the deliverables.

The dual role has given Sourabh the much-needed edge and recognition too! "Tools such as e-monitoring, smart glasses, virtual inspections ensured that we were on track. All the good work culminated with the project bagging the quality trophy award and being recognized as the most digitally enabled site in the IC. Receiving the award from the senior management of WET IC was my milestone moment at L&T. Yet another memorable day was when my digital initiative, 'Mymaps', got listed as best innovative solution."



For both Sourabh and his wife Ruby, their one and half year toddler daughter, Yashvi is their joy. "Most of my hobbies like reading, watching films have taken a backseat but when at home, it is Yashvi that keeps us on the move," he sums up joyfully.



STEPPING UP TO A LARGER ROLE

Himanshu

Engineer (Civil), WET IC



At the Moga WSS project, Himanshu has been making his presence felt by switching roles and taking up larger responsibilities. Currently holding fort as Planning In-charge, he has a lot to share of being part of WET IC's latest benchmark. "After completing my Diploma in Civil Engineering, I was posted at Moga WSS project in 2017 as a Civil Execution Engineer and was involved in the construction of key structures like the Rapid Gravity Sand Filter House and the Wash Water Recovery Tank." But there was much more in store, he says, his eyes gleaming. "With the planning In-charge moving out, I was asked to step up and be a part of the planning team." A big task, he acknowledges, "but my seniors encouraged and guided me to take up the challenge, and today, this insight has enhanced my prowess."

With the planning In-charge moving out, I was asked to step up and be a part of the planning team but my seniors encouraged and guided me to take up the challenge, and today, this insight has enhanced my prowess.

For Himanshu and team, their action-packed innings began when the lockdown commenced. "All our existing plans came to a standstill and we had to work, rework and realign to get things going across every front. For the initial part of the project, I was entrusted with streamlining the internal requirements such as preparing a scheme to retain the workmen, sequencing work fronts based on priorities and looking out for any unlikely issues

coming our way." It was a very different kind of planning but effective as the team had to keep a tab on the long lead items as well as their immediate requirements.

"Attending to all immediate needs whether minor or major kept us on the track to progress," he says. "To further follow-up on the activity, we deployed specialized teams to oversee the nature of works and productivity. It was as if each task was a minor project, and the deliverables were steered by an engineer/supervisor depending on criticality." Of course, digitalization was their able ally integrating the various tasks through the e-Pragati platform and Google forms to give the team a much-needed edge to achieve their milestones.

A native of Jalandhar, Himanshu has a range of options to unwind that includes listening to music, playing a game of badminton and reading books. However, he admits, "With such pressing deliverables, work took centre stage, but the success of our project has inspired many of my friends to take up such challenges which is very satisfying."



ADEPT IN HANDLING ON-GROUND CHALLENGES

Soumitra Mukhopadhyay

Senior Construction Manager, (Civil), WET IC

With close to 80 percent of workmen retained at the camps, Soumitra Mukhopadhyay, Senior Construction Manager, (Civil), Narmada Kshipra LWS1, was in a comfortable position to scale up operations. "We had around 1326 workmen on the WISA platform whom we could track across the entire alignment and work precisely on sensitive areas such as the hills and forests with a secure and feasible approach."



cautiously and steadily. We took help from the Construction Methods Planning Cell to devise a winch arrangement to shift and lay the pipes and, wherever possible, engaged cranes." The good work reaped rewards for Soumitra and his team. "We were the only project to receive funding from NABARAD considering our progress and timely completion of tasks and internally we achieved more than projected invoice target for the financial year 20-21," he exclaims.

Networking with locals was another key factor in their success. "Even before the lockdown, we had engaged some locals for some of our immediate requirements and this worked well during the scale-up phase," he highlights. "Most of our vendors today are new to L&T but within a short period they have been trained to meet our quality and safety standards."

Thanks to digital tools, Soumitra's job is half done, "All the on-field reviews are through on-line platforms and real-time updates show the achieved target against the overall target, indicating areas that need further push and additional resources." Digital is not only our able partner but has caught the attention of client too, he adds, "Our review meetings happen seamlessly as we are closing in on the milestones with the client helping us whenever there is an issue."

Taking some time off is never easy but like most Bengalis, Soumitra, has a passion for literature that runs in his family comprising his wife, Anamika, a homemaker, and daughters, Ankita and Amrita.



PREPARING FOR THE RAIN

Surya Kant Dubey

Assistant Manager (Mechanical), WET IC

That the farmer prepares the field before the rains to reap the rewards is traditional wisdom that Surya Kant Dubey, and team at the Narmada Kshipra LWS1 h, have leveraged. "Though we had lost nearly 3 months during the summer due to work restrictions which was perhaps the best period to execute an irrigation project, we worked out a strategy during the monsoon, the off-work work season, by liaising and building a good rapport with the farmers to establish a right of way to prepare to make up lost ground."

"Well before the lockdown, we did our homework well by setting up production support with fabrication shops at different locations to facilitate the efficient flow of MS pipes." Mission forward began by plotting the activity chart for pipe laying. "As the span was vast, we requested the client to help with the statutory clearances from the local administration, police department to facilitate material movement and execution, while from our side, we ensured all the safety checks," highlights Surya. "In fact, our good work motivated the vendors to mobilize manpower through their own vehicles which set the ball rolling across work fronts."

Executing long span pipelines is a tough task but with a range of digital applications, most of the tasks were easily driven with the system prompting follow-ups, reviews and gaps along the alignment.

Into his first project at L&T, Surya finds the digital tools handy and reliable. "Executing long span pipelines is a tough task but with a range of digital applications, most of the tasks were easily driven with the system prompting follow-ups, reviews and gaps along the

alignment. Our daily meetings through MS Teams gave us the big picture and focus areas while the LMNOP app tracked the entire pipeline alignment. Almost 80% of our quality inspection is being carried out in virtual mode with the support of the Quality Incident Reporting app and safety is on track with the ViewEHS app."

By following the rules of the game, they kept up the momentum. "Stationing a paramedical team at strategic work fronts, allocating separate working areas for the local and outstation workmen, and establishing quarantine rooms at local schools immensely boosted workmen morale and ensured their wellbeing," mentions Surya. With the project strategically placed, there is still a long way to go for Surya, but he knows for sure that his debut with L&T has been an enterprising one which he will remember for a long time to come. "From my colleagues I have heard the joy of fulfilling vital water infrastructure projects and I would like to say this in my own way when we commission this project."



Hailing from Raipur in Chattisgarh, Surya's family includes his wife Sonal who is homemaker and their daughter Shambhavi. "Going together on long drives as a family is what we like," he smiles.



NEW CHALLENGES; LOTS OF NEW LEARNING

Pragyanand Ojha

Assistant Manager (Mechanical), WET IC

Though relatively new to L&T having joined in 2019, Pragyanand Ojha, at the Narmada Kshipra Multipurpose Project, has been part of a versatile team for a year chasing the larger dream of building a vital infrastructure for farmers. "At site, the onus of delivering one of the largest irrigation projects to irrigate 30,000 hectares, meet the domestic and industrial needs across 100 villages in 5 districts of Madhya Pradesh was huge."

For Pragyan, as he is fondly called by his colleagues, the pandemic ushered in a whole set of challenges, many never imagined. "Workmen management was most important and, as a team, we were fairly successful in motivating and educating them about the pandemic to convince them that they were in safe hands," he explains. "It worked for us," he exclaims, "as close to 80% of our workmen stayed back which was the turning point as we were strategically positioned with all the work fronts activated."

Never in my career have I had to interface so much with the local administrators and bureaucrats, but it has given me a unique insight into establishing right of way and understanding the sensitivity of work spots.

"With the need of the hour to up the ante, we implemented a month wise cost monitoring plan," says Pragyan, "with activities prioritised in line with the milestone requirements through a task force team." In addition, to keep things under control, the team added several resources like new agencies, mobilization of plant and machinery to fast track the works. "Never in my career have I had to interface so much with the local administrators and bureaucrats, but it has given me a unique insight into establishing right of way and understanding the sensitivity of work spots. We operated in red zones aligning to the SOPs and worked out a customized framework for each location. This was a project within a project."

Pragyan appreciates digital tools for providing the team with both a macro vision and a micro perspective. "The convenience of 24/7 connectivity put us all on the same page to review any upfront issues and get the big picture of the project." He commends his team for their readiness to take risks and shoulder responsibilities. "We have mobilized many vendors who had not worked with L&T



before, trained and developed them to our standards and today we have a crew that has helped us achieve our milestones and book INR 73 crores of sales during the H1 quarter." He is visibly proud of his team's achievement.

Pragyan is thankful to his seniors, Project Director, Parthiban Mohan, and Project Planning In-charge, Manas Karmakar, for their support and guidance. "Bagging the Best Project Award in the WET IC town hall was a proud moment for us. Of course, when I share the milestone achievements with my wife Menka Bhargav and daughter Prameya, who are based in Ranchi, it is always doubly sweet."



MOVING AHEAD WITH A COLLECTIVE VISION

Kamal Kumar

Planning Manager, WET IC



When joining as a GET in 2014, Kamal Kumar had apprehensions about how he would manage his mistakes, "but I quickly realized that training and development happen all the time across L&T's projects with seniors guiding youngsters to make the big leap which is what has shaped me to deliver targets and move from a site engineer, planning assistant, operations coordinator to an independent planning manager," he shares proudly from his Bhubaneswar Sewerage System project.

Training and development happen all the time across L&T's projects with seniors guiding youngsters to make the big leap which is what has shaped me to deliver targets and move from a site engineer, planning assistant, operations coordinator to an independent planning manager.

The Rourkela Sewerage System was a special assignment for Kamal. "I stepped in during the last leg of the project to commission the scheme, having had to rework our approach many a time depending on the emerging ground conditions and availability of resources. It was different kind of planning, something that we normally are not used to, though the need was to deliver

the immediate milestones and stay on track to complete the overall deliverables." Brainstorming helps in such situations and as he adds, "there was someone back at the site office willing to listen to my insane ideas, point out the merits and risks, motivate me to implement the schemes and get the results."

Kamal is visibly proud of their achievements. "Dusk-to-Dawn was a terrific implementation which not only propelled works but earned accolades from the client and appreciation from the locals. It helped us to work out a model scheme to finish the structural works. Another significant achievement was to complete the 804 m long 700 mm Dia Di pipelaying across the national highway within 24 hours."

He credits success to their all-round planning. "Approvals were worked out through virtual inspections; a scattered work programme was implemented for the workmen to enhance productivity while a team that collaborated with the district officials facilitated on-field progress. The inauguration of the scheme on 16th February 2021 was a happy day for all of us," rejoices Kamal.

Mission accomplished, Kamal has moved on to his next challenge in Bhubaneswar where the onus is to raise another state-of-the-art sewerage system. Away from work, Kamal does make time to bond with his wife Komal, who is a software engineer with Infosys, to discuss on technology-based articles, share insights on innovative videos and their common affinities in music.



HONING HIS PROJECT MANAGEMENT SKILLS



Gupta smiles that delighted with their progress, the client arranged for further work permits as more fronts opened. "We had already done the hard work by plotting the safe work zones during the lockdown and hence got going immediately by taking up the execution of trunk main pipeline works and the connectivity branch sewer line. Being a major portion of the alignment, it was also helpful to raise invoices and achieve sales during these tough times."

While on the move, monitoring was a key lever that enabled them to steer on the right track.

Desh Bandhu Gupta Engineer Civil, WET IC

Ever since Desh Bandhu Gupta, Planning In-charge, Rourkela WSS, joined L&T in 2014, he has been honing his project management skills with timely innovations and value engineering. "As a DET at the Porbandar Underground Drainage Works, I had the opportunity to work with L&T's processes, systems, and digital initiatives which has given me an edge."

We had to rethink and recalibrate our procedures which were constantly affected by external factors. Having lost considerable time, our effort was to have specific work plans across each work front to progress securely.

While in his earlier projects, it was more about execution planning, the present scenario for Gupta calls for dynamic planning. "We had to rethink and recalibrate our procedures which were constantly affected by external factors. Having lost considerable time, our effort was to have specific work plans across each work front to progress securely with the structure and trenchless works." As the key infrastructure was defined in a closed area, it was easy and safe for the team to address the tasks immediately while in the case of trenchless activity, the entire road was closed to facilitate execution.

"We had a mixed approach with hourly work location updates, review of critical stretches, daily assessment of approaching plans and resources which facilitated regular update of node wise DPR against the overall plan in E- Pragati." Subcontractors added might to our cause, shares Gupta. "Their immediate action to mobilize workmen and align to the SOPs fast tracked operations."

Over the last six years, there have been many proud moments at work for Gupta but the one he cherishes the most is with his parents. "The day I joined L&T, my parents blessed me and gave a 500 rupee note. I still have that note with me as a badge of inspiration and good luck."



KEEPING INTERNAL AND EXTERNAL DYNAMICS ALIGNED

IR is a sensitive domain, and we must be constantly on the lookout for any unlikely situations, maintain the tempo at site and align to the local administration's rules and regulations. Here, we had to do more than this, many of our initiatives are now invaluable learnings on how to prepare for the worst and keep the internal and external dynamics aligned.



Suresh Kumar Ch Assistant Officer (IR), WET IC

As an Industrial Relations Officer, Suresh Kumar Ch, is the first point of contact both for the workmen and the local administration to communicate key matters about implementing COVID-19 SOPs and ensure welfare at the camps. "IR is a sensitive domain, and we must be constantly on the lookout for any unlikely situations, maintain the tempo at site and align to the local administration's rules and regulations. Here, we had to do more than this, many of our initiatives are now invaluable learnings on how to prepare for the worst and keep the internal and external dynamics aligned."

His agenda and execution plans differed from those of his colleagues. "Our topmost priority was to orient the workmen on the do's and don'ts to be followed at camps and work places. It is easier said than done, but we had to share the process in as detailed a manner through regular interventions."

Having successfully driven the message, Suresh's next target was to establish safe measures to facilitate work. "We set up separate camps for the locals and other state workmen, kept a tab on the vehicles from other states bringing resources to site with the unloading allowed only during the daytime, arranged retail outlets, formed workmen groups with a leader who was entrusted with the safety and monitoring of the group." He is glad that all his efforts were rewarded as the team made steady progress across various fronts. "The local administration provided the necessary external support and also commended our work safety initiatives."

For Suresh and his team, the project may have been completed but the battle continues. "There are new checklists and updates coming up from time to time which have to be aligned at work fronts and camps, communication has to be customized according to the emerging requirements, and the most important thing, is not to let our guard down."

Suresh's family that includes his wife Parimala and toddler daughter Bhavishya are based in his hometown at Nuzveedu in Andhra Pradesh. "I connect with them through the virtual mode and whenever at home, I do help my wife with some cooking, trying out new dishes while a daily game of chess helps to sharpen my mental acumen."



CHAMPIONS OF PROGRESS

RAILWAYS SBG



HELPING LAY TRACKS OF PROGRESS

Manoj Kumar

Construction Manager (Track), Railways SBG

"Ballastless Track works is a specialized job being constructed for the first time in Bangladesh," informs Manoj Kumar from his Dhaka Metro project site, "therefore our challenge was to get the required skillset that was not readily available, and we initially could not import skilled workmen from India due to the travel regulations." As a counter measure, the team decided to hire local labour and train them to accelerate the works. "We changed the labour employment model from a 'supply-based' to a 'productivity-based' one to drive delivery."

We changed the labour employment model from a 'supply-based' to a 'productivity-based' one to drive delivery.



Manoj and his team started their works with railway welding and planning based on their learning from labour mobilization, COVID-19 testing, accommodation challenges due to social distancing and revised work methodologies. "We had to motivate both our staff and workmen to commence works following all the SOPs and norms laid down by the site management," says Manoj.

"We targeted our immediate milestones by micro planning material, plant & machinery and monitoring progress daily," he points out. "Our first milestone was to hand over the Depot Track Works to receive the train and we did so before our deadline of November 15th," he shares with a pumped fist. "We achieved this by monitoring progress centrally for each work activity with daily feedback from the site engineers. At the same time, we planned labour and P&M mobilization as per the availability of work fronts and our asking rate." RFIs were raised daily for Track Works on all work fronts and engineers frequently inspected the checklists while the running bills of the subcontractors were processed regularly to save them from encountering any cashflow issues.

Though even front-line inspectors for the Track works were also infected with COVID-19 during execution, "we offered all the required support such as delivering medicines, medical check-ups, daily requirements, etc. to build trust within team," he says, even fast tracking constructing the labour colonies within the project.

"Our Project director has always supported us with all the required facilities," observes a thankful Manoj, "such as employment of a full-time doctor at the site, tie-up with the hospital for the easy

access of healthcare during the pandemic and all the required approvals for the commencement of work were cleared on priority."

Manoj is from the village of Khoparahiya in Bihar's Sitamarhi district, is married to Suprita, who is a schoolteacher, and they are blessed with two children, Sriya and Adwitiya. "I love to listen to music," he says with a smile.



"I am impressed by the dedication and focused approach of my colleagues in the interest of the company," he says and adds, "also by the company's effort for staff welfare."



LEARNING TO PERFORM WITH THE PANDEMIC

Strategizing the work plan and processes before putting them into action is key to executing the plan considering all the limitations due to the COVID-19 guidelines and protocols. In the present situation, the strategy is to act sequentially on the various work fronts to monitor with PDCA (Plan, Do, Check, Act) to open work fronts one by one.

Bhupesh Mahajan

Construction Manager (Mechanical), Railways SBG

“Last year on August 17th, right in the middle of the pandemic, we hoisted a 10 T glass escalator with a tight tolerance of 10 mm,” says Bhupesh Mahajan, sharing a truly memorable moment in his career. “Chances were high that the glass could get damaged if the heavy load swayed out of control, but we finally completed the task of hoisting that massive machine in just 2 hours.” His face beams from a wonderful memory.

At the Dhaka Metro project, Bhupesh is at his first project with L&T and, as he observes, work culture has changed dramatically after the onset of the pandemic. “Strategizing the work plan and processes before putting them into action is key to executing the plan considering all the limitations due to the COVID-19 guidelines and protocols. In the present situation, the strategy is to act sequentially on the various work fronts to monitor with PDCA (Plan, Do, Check, Act) to open work fronts one by one.”

Bhupesh elaborates on his methodical approach. “We prepare measurable activities for each day and at the end of the day, prepare the gap analysis noting the lessons learnt so that by doing minor changes to our approach, we can increase the work target for each consecutive day, all the while, keeping the working staff safe.” He flags off a new development of material inspections being conducted digitally without affecting progress. “Digital solutions are safe and smart ways to communicate that have opened a new horizon for effective and productive communication,” he adds. Bhupesh is thankful for the support and cooperation of his seniors and team members to provide timely resources and facilities to fight the pandemic.

On his personal front, Bhupesh is obviously proud of the achievements of his two sons. “My elder son, Abhinav is doing his MS in Digital Applications in Mechanical Engineering in Computational Fluid Dynamics from Germany and, Pranav, my younger son is pursuing engineering from Delhi Technical University,” he shares. Hailing from Jalandhar in Punjab, Bhupesh is married to Deepali, a homemaker. “I like listening to Punjabi folk music and playing the folk instrument, Tumbi, during weekends or sometimes in the night,” he smiles.



About his association with the organization, he says, “L&T takes care of every employee at the work front and provides every employee with all the facilities to perform. Finally it depends on the individual for sky is the limit!”

RE-ADAPTING TO KEEP THINGS ON TRACK

Shamim Ahmad Khan

Constriction Manager (Electrical), Railways SBG

Although the Dhaka Metro Rail project is Shamim Khan's first with L&T, he brings with him rich experience of having worked with the Indian Railways and handled many railway electrification projects. “I have also worked for WS Atkins Rails for the West Coast Main Line modernisation project in the UK,” he adds with a smile. However, his smile disappears as soon as the conversation turns to the present situation. “Work culture has totally changed after the COVID-19 unlock guidelines,” he says grimly. “It is tough to keep our workmen and staff safe following the SOPs, but the real challenge is to achieve our targets and project milestones as per our committed schedule.”



We faced material constraints and although we received an extension till April 21, we achieved our milestone in December itself.

“Post unlock, our first milestone was to complete the depot phase-1 OCS works to receive the first set of trains by November 2020,” he says, laying out his immediate goal. “We faced material constraints and although we received an extension till April 21, we achieved our milestone in December itself.” The team succeeded thanks to their coordinated efforts preparing daily measurable activities, identifying the gaps, learning from mistakes, and making course corrections to increase the work target for the following day. “We scattered the different activities across several locations to minimise physical contact,” Shamim adds.

While all meetings and material inspections were conducted virtually and manufacture of material continued, “group site walks helped us push rapid progress by imparting instructions with digital solutions,” he points out. “Digital solutions are safe and smart ways to communicate that have opened a new horizon to receive and share effective and productive communication.” Shamim is full of praise and thankful for the support and

cooperation from his seniors and team members to fight the pandemic by providing timely resources and facilities.

One of Shamim's hobbies is to do social work especially when he is at his hometown of Gorakhpur in Uttar Pradesh. He is married to Ghazala Haroon, a homemaker, and they are blessed with three daughters, Arshiya Khan, Saman Khan and Alina Khan. “Two of them are married and the youngest is living with us,” he shares.



“The charging of the Phase-1 OCS depot has been my most memorable moment here at the Dhaka Metro project till date,” he says, smiling brightly, and now he waits excitedly for its charging scheduled for April, 2021.

“WE MAKE THINGS THAT MAKE INDIA PROUD!”



Design modifications were finalized in a focused manner right at the initial stages itself to create design-based work-fronts to avoid any labour idling. In terms of the terrain, we divided it into three: normal soil, normal soil but with high bank and rock strata, and then deployed the necessary resources accordingly to increase productivity.

Chandan Kumar

Project Manager, Railways SBG

L&T's tagline, "We make things that make India proud" is what Chandan Kumar finds most remarkable about the organization that he joined as a GET in July 2008. Over the next 13 years, he has worked at 7 different projects or locations in various capacities and presently he is Project Manager at the Dindigul-Palghat (Gr. 273), Pollachi-Podanur (Gr. 274) and Shoranur-Nilambur (Gr. 275) railway electrification project for the Railways SBG. "I have been Project Manager since June 2020 and have had to face the adverse impact of the pandemic from day one," he shares with a shake of his head. "After unlock, our three primary concerns were the scarcity of workmen in Tamil Nadu, difficult in remobilizing labour due to the travel restrictions and a rocky, unapproachable terrain at site."

When operations resumed in June 2020, Chandan and team identified and focused on the most opportune sections to push progress with the limited manpower at their disposal. "We were only able to mobilize labour from outside Tamil Nadu by September after which progress has been much faster," he remarks. "Design modifications were finalized in a focused manner right at the initial stages itself to create design-based work-fronts to avoid any labour idling. In terms of the terrain, we divided it into three: normal soil, normal soil but with high bank and rock strata, and then deployed the necessary resources accordingly to increase productivity." To monitor progress, Chandan refers to a detailed Excel based tracker that was prepared at site and published and even shared with the management regularly along with the details of the Tilos used at the central office.

Chandan acknowledges the client's support during these testing times by granting permissions for inter and intra district labour and vehicle movement that went a long way to drive progress. "They also gave us some Railway land to put up temporary sheds to accommodate our workmen." Post lockdown, the team has ensured restriction on physical contact, increased use of digitalization and decreased avoidable paperwork to eliminate the COVID-19 hazard as well as save time. "We track progress on Procube as it is convenient and essential for anyone even from remote locations to be able to update progress on a daily basis," points out Chandan.

The birth of his daughter, Jaanvi Sharma, is Chandan's most memorable moment. Hailing from Patna, Bihar, he is married to Pallavi who was software engineer with CTS for 8 years before quitting job in 2019 to take care of family. "I like creating new wooden objects from scraps and other waste material, however, nowadays time is a luxury that I cannot afford," he smiles ruefully.



BUILDING STRONG CONNECTIONS



We introduced multiple teams and with close coordination and good teamwork, we succeeded to accelerate our pace of work and achieve the desired output. Our strategic planning also helped using the digital platform for review and closure.

Ashok Pandita

Manager (Signalling & Communication), Railways SBG

He is a telecommunication system expert and at the Dhaka Metro project CP07 Package for MRT Line-06, Ashok Pandita has overall responsibility for the design, delivery, execution till handover of the project's entire telecom works. He brings with him rich experience from having handled the signalling & communication for the Western Dedicated Freight Corridor JNPT-Vadodara project from July 2017 to April 2018. "The challenge here after the outbreak of the pandemic was to quickly adapt to the new safety protocols," he says. "Even during the lockdown, we were interfacing with our vendors from home but after the unlock, we were forced to interface with some of them physically which was challenging."

Work had to proceed irrespective of the pandemic. "We introduced multiple teams and with close coordination and good teamwork, we succeeded to accelerate our pace of work and achieve the desired output," remarks Ashok. "Our strategic planning also

helped using the digital platform for review and closure. We were in constant touch with the Employer, Engineer and colleagues by making regular follow-ups and carrying out our duties with honesty and sincerity following the company's code of conduct."

After the unlock, the first major step the team took was to finalize and institutionalize the COVID-19 protocols that were binding on all – contractors, subcontractors, employees, and workmen, "and," adds Ashok, "we had regular progress meetings with our Employer, Engineer, Contractor and Subcontractor that helped to address the challenges and how to mitigate and resolve them and understand realistic progress at site. We have worked like a team; Team L&T stood together and supported each other, socially and professionally."

Progress at work is monitored through the WBS (Work Breakdown Structure), maintaining Daily, Weekly and Monthly Progress Reports. The team used EMTRACK to track material inventory while TORQ helped generate and close RFIs digitally.

Although Ashok hails from Kashmir, he is presently living in New Delhi with his wife, Rupali Sharma, a homemaker, and two children, Shivom and Aditri. He is most happy when listening to music, watching movies, sports especially cricket and when he is with his family.



"Though every aspect of L&T's businesses is characterized by professionalism and high standards of corporate governance, sustainability is embedded into our long-term strategy for growth," he says. "L&T is a career-oriented company growing fast across all its segments nationally and internationally and provides the best opportunities for employees to build their career through our skill development centres. I am proud to be a part of this organization," he signs off in awe of the company he keeps.

THINKING OUT-OF-THE-BOX TO SOLVE NEW ISSUES

We strategically created local bases in the work areas with 3-month progress targets equipped with all the communication and digital solutions available. Progress was continuously monitored by the central planning team taking the necessary corrective actions on a real time basis.



M N Venkatesh

Construction Manager (Electrical), Railways SBG

Chief Project Manager of the CORE EPC-07 project, M N Venkatesh had the same issues as all other projects: lack of labour, difficulty to mobilize them, supply chain disruptions, poor utilization of P&M and other resources, and more. "We took the scarcity of skilled workmen as an opportunity and decided to hire non-conventional local workmen who were anyway jobless due to the economic situation," he shares. "We engaged local agencies who had been involved in other building projects to take up OHE foundation works. Only a few of them succeeded but we keep mobilizing them to meet up our work requirement until the relaxations were announced and we again started to get large numbers of migrated teams."

Work commenced on the appointed date that has helped the team meet their milestone targets and stay ahead of their customer's requirements. "We strategically created local bases in the work areas with 3-month progress targets equipped with all the communication and digital solutions available. Progress was continuously monitored by the central planning team taking the necessary corrective actions on a real time basis." Venkatesh's modus operandi was spot on and the project was quickly back on rails. Focusing more on P&M, the team commenced cylindrical foundation that straight away reduced the requirement of workmen by 20%. "The restrictions in train movement meant more traffic blocks that we effectively utilized to quickly complete track dependent OHE works," says Venkatesh about another clever ploy. "We could run the engine all along the section with a video camera to closely and centrally assess site challenges."

The site team readily adopted all the available digital initiatives like Procube to monitor progress and TILOS for project scheduling that helped them with their strategies and invoicing plans too. "Our customer readily agreed to online discussions and processed all our drawings digitally," Venkatesh adds, "in a way, every

stakeholder understood and accepted these new ways to connect and communicate."

Having joined L&T as a GET in the Batch of 2010, Venkatesh has already earned his spurs at the Delhi Metro Phase 2 Underground ROCS, Manmad-Daund & the Roha-Verna railway projects before his present assignment. "Our Cluster Head, Phanendra Kumar, has a vision to make this project one of the fastest in Indian Railway history and we have converted his vision into strategy," says Venkatesh. "Ours is a young team of dynamic engineers with the energy to achieve the impossible."



Venkatesh hails from the Nanjangud Taluk in Karnataka's Mysore district and is married to Sahaja, a postgraduate in management studies, privately investing in financial market who used to work with PricewaterhouseCoopers till 2017. They are blessed with one daughter, Snigdha. His hobbies are trekking, swimming, and kayaking.

"It is a great feeling to see your hard work converted into national infrastructure that changes people's lives," he says proudly, "and that opportunity I get at L&T!"

"HARD WORK ALWAYS PAYS!"



Pawan Verma

Project Manager, Railways SBG

Pawan Verma is Project Manager for Package-1 (Gr 272- Salem-Vridachalam-Cuddalore Port) that is a part of the three packages of an electrification project awarded to the Railways SBG which is in turn part of the ambitious 'Mission Electrification' initiative of the Central Government to electrify the entire Indian Railway Network to reduce the carbon footprint as well as reduce expenditure on diesel. "We are responsible for the complete electrification of 215 TKM which includes 1 TSS and 10 SP/SSP," informs Pawan, "and Package-1 was the first section in the EPC 7 project to start works from the appointed date," he says emphatically.

We took these challenges in our stride and with close coordination, perfect understanding and with the available limited resources, we completed the first block section within just 276 days from the date of commencement!

Even as he and his team kicked off from the word 'go', they encountered some of the same challenges that projects all over were facing that of scarcity of labour, the lack of material at site due to disruption in supply lines and working under the new, strict COVID-19 guidelines. "We took these challenges in our stride

and with close coordination, perfect understanding and with the available limited resources especially at the initial phase of the project, we completed the CRS Inspection of Cuddalore Port Junction (CUPJ) – Vriddhachalam (VRI) (59 TKM) first block section within just 276 days from the date of commencement!" In the process, Pawan and his project team also set a record of erecting the highest number of masts in a single day.

Pawan attributes his team's success to motivation, closely monitoring individual activities to improve cycle times for OHE execution and training the workmen with their technical expertise. "We put in place systems and processes to observe and complete construction work," shares Pawan. "We adequately accessed the required amount of material and level of workmanship and dealt with vendors only after verifying their ability to deliver."

Pawan reiterates their adherence to the SOPs and guidelines to control the spread of the pandemic, informing all the workmen before commencement of work, equipping them with the requisite PPE and implementing digital initiatives at site. "We are targeting to complete the entire project by October 2nd and are committed to achieve it," says Pawan confidently.

"Hard work always pays," says Pawan, describing his long association with L&T across several electrification projects before his present one including the Delhi-Rewari EPC-01, Jaipur-Phulera and Jaipur-Jagatpura projects as OHE In-charge and before that the Daund-Pune project as a design engineer, the Daund-Bhigwan and Manmad-Daund projects.

Hailing from Bhopal, Madhya Pradesh, Pawan is married to Ritu Patel, a homemaker, and they are blessed with a son, Jiyaansh. He enjoys playing and watching cricket during his free time.



DC HR WINS TOP AWARDS FOR LEARNING & DEVELOPMENT



Divisional Corporate – HR won the prestigious BusinessWorld People HR Excellence Award 2021 in the category ‘Excellence in Learning & Development’ that recognizes L&T’s unique and varied learning interventions with a social impact, covering employees across levels & functions. The selection process involved a comprehensive written submission, followed by an elevator pitch by the shortlisted teams to a jury of renowned Business and HR veterans. The DC HR team won the coveted award amidst stiff competition from approximately 50 leading corporates across the industry.



The DC - HR L&D team led by Capt. Sonica Muraleedharan, S Raghavendran, Uma Anand, R Vijayakumar, Mohan Babu and Krithiga G, showcased the company’s L&D initiatives that make learning strategic to the business. VP & Head – Human Resources, S. Ramkishore, Divisional Corporate received the award during the awards ceremony held virtually on March 31st.

BusinessWorld, is a leading business magazine launched more than three decades ago that prides in spotting key economy and business trends. Over the years, they have created marquee events such as the ‘Most Respected Companies Award’, ‘Magna Awards’, ‘BW Young Entrepreneur Awards’, to name just a few. BW also publishes special issues on BW 500, India’s Most Valuable CEOs and India’s Best B-Schools, etc.

DC HR also emerged as the 1st Runners Up at the prestigious SHRM HR EXCELLENCE AWARDS 2020 – in the category of ‘Excellence in Learning & Development’ at a glittering awards night on December 10th, 2020.

The Society for Human Resource Management (SHRM) is the world’s largest HR professional society, representing 300,000 members in more than 165 countries. SHRM India HR Excellence Awards have been instituted as an exemplary platform to recognize organizations that put people first, deliver future focused excellence in the field of People Management.

L&T GEOSTRUCTURE SETS UP THE WORLD’S LARGEST SOIL TESTING LAB FOR HIGH-SPEED RAIL PROJECT



L&T GeoStructure has established one of the world’s largest soil testing laboratories for the High-Speed Rail Project. The concept of building a lab in the outskirts of Surat has transformed into a high-tech lab with 57 lab technicians and R&D 15 engineers and experts working at site. In need of professionals with strong technical capabilities, the training team of L&T GeoStructure initiated

in-depth training programs by inviting Ph.D scholars from top institutions for a 2-days hands-on training session, for the technicians to hone their skills. The first training program conducted over February 6th to 7th for a group of 19 technicians received encouraging feedback from the participants and appreciation from the client. The second training conducted during March 20 & 21st had a larger team of 42 new recruits led by a well-planned faculty trio headed by Mr. Kannan Iyer, Mr. Veerabhadra M. Rotte and Mr. Trudeep Dave.



National High Speed Rail Corporation Ltd (...)
33,116 followers
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Work for detailed & comprehensive geotechnical laboratory testing has begun for the Mumbai-Ahmedabad High Speed Rail corridor. The base of L&T’s testing facility has been established in Surat. Over there, training sessions have been initiated to train technicians who will be handling the consolidation and triaxial testing at the lab facility. This process is in agreement with the national skill development mission and it also disseminates geotechnical investigation skills to engineers and technicians. [#NHSRCL](#) [#MAHSR](#) [#BulletTrainIndia](#) [#HighSpeedRail](#)



Recognition by Client Shared on LinkedIn



**CHAMPIONS
OF
PROGRESS**
L&T GEOSTRUCTURE



“L&T TREATS ITS EMPLOYEES AS ‘ASSETS’, NOT ‘LIABILITIES’!”

Prabir Kumar
Assistant Manager (Execution),
L&T GeoStructure

We mobilized local labour and convinced them to stay at our labour colony where we set up a local clinic, stressed on social distancing and educated them about the pandemic.



Having joined L&T as a GET, Prabir Kumar has seen action with L&T GeoStructure at the Nabinagar project for CW and MUW system. I was there from March '15 to October '20, involved in constructing an intake well, 2.4 km long structural bridge, switch gear area, a CW channel of one km, a CW duct of 3.6 m dia and a CW pump house," he shares. "From there I have moved here to the Farakka site to build a navigational lock."

When operations resumed after the unlock, Prabir and team had a lot to handle. "The workmen were initially very hesitant to join work and the locals very unsupportive immediately after the unlock as they thought we would become spreaders of the pandemic," he says, shaking his head. "Billing and documentation were difficult as the client didn't want to entertain us in person and since our work necessarily requires large crowds, we faced serious problems of following the COVID-19 guidelines. Conveyance was also difficult as only 3 people were allowed in a car including the driver."

Since manpower was an issue, the team concentrated on achieving immediate milestones with their limited resources and, at the same time, convinced the client for some time extension. "We mobilized local labour and convinced them to stay at our labour colony where we set up a local clinic, stressed on social distancing and educated them about the pandemic." In addition, to maintain progress, the team took every step to keep their workforce safe with thermal screenings, providing sanitizers, building a strong and supportive environment, and providing moral support.

While Prabir's seniors and team members were extremely supportive both professionally and personally, as a team they quickly adapted to the new normal by conducting all their meetings with the client virtually through MS Teams, ensured that billing was not held up while the site cameras helped them to safeguard the site even if they were stuck at their homes.

"I love to listen to songs and play badminton and sometimes do find the time for them," he smiles. Hailing from Rampur Dumra in Bihar, Prabir is married to Neha Kumari who is a software engineer at TCS, and they are blessed with 4-month-old Avyukt. "The day I became a father is my most cherished memory," he says with feeling.



"L&T is an organization that takes care of its employees even during these tough times and treat us as assets and not liabilities," he says proud of his company.

NEW CHALLENGES. NEW SOLUTIONS. NEW BEGINNINGS.

Sameer Gupta Nunna

Assistant Manager (Civil), L&T GeoStructure

Sameer Gupta is a very happy man as he has just been engaged to his fiancé, Akhila Priya, a software engineer working at Hyderabad, and they are already dreaming of their years ahead. Sameer also has reason to be happy as his efforts have helped his project to build the navigational lock at Farakka make significant progress after the unlock. "I started my career with L&T as a Senior Engineer in the Planning Department in 2017 and this is my first project," he introduces himself before plunging into the challenges he faced at site once the restrictions were lifted.

"Remobilization was our main concern starting with administrative approval, convincing the local workmen to resume work, motivating and making them aware of the situation as best known to us," he shares. The team had to create awareness among the local workmen deployed regarding hygiene & social distancing and ensure a steady supply of construction materials and consumables. "We restarted work on April 20th the very first day of unlock and poured 36 cum concrete for the Counterfort retaining wall," shares Sameer with a winning smile. "By June, we had started to mobilize local workmen to ensure smooth operations. We pushed for inspections of major procurement items through video conference and such like that are billable to client and for the client to consider and pass our bills in the digital form. We obtained emergency approval for PPC cement against our contractual requirement of OPC Cement and despite the lockdown situation we raised a bill of INR 9.27 Crores, around 2.9 % of contract value in June-20." One can almost feel his chest swell with pride.

To make such headway, planning was key, and Sameer mentions their monthly plans to monitor progress on a daily, weekly, and monthly basis along with statistical analysis for individual activities. "We forecasted future progress based on the current productivity, prepared a Catch-up plan with site team leaders and conducted regular meetings with them to achieve our targets." He mentions the digital solutions adopted by the project including Procube, Quality Incident Report, Safety App and WISA.



Hailing from Nakkapalli, near Visakhapatnam in Andhra Pradesh, Sameer has a long list of hobbies that include playing cricket, badminton, table tennis, travelling, watching movies, and listening to songs. "Twice or thrice a year we go to some tourist spot with my family," he adds with a smile.

In conclusion he says, "I am proud to be a member of the L&T team where I have immense opportunities to showcase my talent and skill."

We forecasted future progress based on the current productivity, prepared a Catch-up plan with site team leaders and conducted regular meetings with them to achieve our targets.



"I WORK BEST WHEN UNDER PRESSURE!"

All the geo-technical instrument work was completed on time that reduced breakdowns and 99% of our success was due to proper maintenance work planning.

Rajiv Nayan

Assistant Manager (P&M), L&T GeoStructure

"When work pressure increases, my efficiency also increases," declares Rajiv Nayan. "I am definitely able to perform better under pressure, without ever compromising on safety." These words must be music for Rajiv's superiors and team members for, as we all know, pressure is our constant companion during the construction process, and it has been even more severe during the days of the pandemic. Involved in the construction of the new navigational lock at Farakka which is also Rajiv's first project with L&T GeoStructure, his primary concern when the restrictions were lifted was to get his P&M assets up and running at the earliest.

"All the hired assets had been de-hired for the lockdown and my first objective was to re-hire all of them as quickly as possible to restart work," his eyes revealing his focus. "All the geo-technical instrument work was completed on time that reduced breakdowns and 99% of our success was due to proper maintenance work planning," he shares with the satisfaction of a job well done. "During the lockdown, I was working from home trying to achieve our targets and remained in constant touch with the client about our progress."

Post the unlock, work resumed smoothly at site following all the strict COVID-19 safety protocols of departmental workmen coming only every alternate week for work, maintaining safe distance from each other when working and isolating those who showed even mild sympto "I am tech savvy, so I did not have any issues to adopt to the new digital ways of working during this period," he smiles. "We, as a construction company, quickly learnt to work from home that was already an accepted norm in the IT industry. It was also a very efficient and beneficial shift for the company economically."

"My seniors and team members have always helped to groom my career," says a thankful Rajiv, acknowledging the support and cooperation of his team members above, with and below him. "Our seniors are assets of the organization, not only for their contribution towards creating organizational profits but also for their advice and help to the juniors. One mantra is Guru Devoh bhavah," he adds with conviction.



From Delhi, Rajiv is married to Akanksha Jaiswal who is employed, and they are blessed with one son, Advik Choudhry. His pastime engagements are playing cricket and watching reality shows but as most like him hardly finds the time to pursue them. "Becoming a father was my most memorable moment," he says with feeling.



"The following aspects make me proud of our organization," he says in conclusion. "Hard work helps us achieve our targets on time, we work as a family and we are very grounded."

“WORKMEN MANAGEMENT IS KEY TO OUR SUCCESS!”

Bejeep Kumar Nayak

Assistant Manager (Civil), L&T GeoStructure

For Bejeep Nayak at the Runj Medium Irrigation Dam project in Panna, Madhya Pradesh, which is also his first with L&T GeoStructure, labour has been key to achieve his objective of restarting work and completing project milestones. “Managing workmen at site was our major challenge. When work resumed, working with the social distancing norms had really slowed progress,” he says with a long face. “The locals did not allow us to enter their villages to prevent the spread of COVID-19 with the result we did not have sufficient amount of black soil for filling of COT.” There was also the issue of lack of material due to the transport restrictions and the collection of boulders from the forest was another major challenge.

The team conducted regular pep talks with workmen and subordinates to ensure that they worked as per the COVID-19 guidelines, established in coordination with the EHS team and as per plan. Regular standing and weekly meetings with all the subcontractors and subordinates motivated the workmen to give maximum output by managing their short-term targets to achieve the planned project targets on time. “Block-6 clearance for concrete was a major success for us,” says Bejeep with a thumbs up, “and I coordinated with the client team to resume work. Another important milestone we achieved was to complete work at the COT before the onset of the monsoon to ensure that the work in the spillway was not hampered. Our client gave us a work plan to resume the work safely considering all the health advisories and we adopted the same.”

Block-6 clearance for concrete was a major success for us and I coordinated with the client team to resume work. Another important milestone we achieved was to complete work at the COT before the onset of the monsoon to ensure that the work in the spillway was not hampered.

“My Project Manager has supported us completely to successfully implement all the COVID-19-related measures to ensure that the site stayed safe and, at the same time, maintain our safety and quality standards,” says Bejeep, who is also thankful to his team for their support.



Bejeep is married to Susri Sangita, a homemaker and they are blessed with a son, one and half year old, Yuvaan Kumar. “I love playing cricket and watching movies and during the lockdown I did get some time to pursue them but after the unlock I have found no time as my responsibilities to kick start the project overwhelmed me.”

He describes his association with L&T as a “learning experience and an opportunity to develop his skill. Whenever I see the magnificent structures built by L&T, I am proud to tell the people around me that I work in the same organization,” he says with a big smile.



TEAMWORK AND MOTIVATION FROM THE SENIOR MANAGEMENT



We had frequent meetings with the contractors and workmen to explain the various safety precautions to be followed at site. And our major task was to create awareness about COVID-19 among our workmen who were actually local residents.

Lokeshwaran Balasubramanian Senior Engineer (EHS), L&T GeoStructure

Teamwork and motivation from the senior management is what Lokeshwaran Balasubramanian finds most endearing about L&T where he is working at his first project with L&T GeoStructure to construct the navigational lock at Farakka. The onset and rapid spread of COVID-19 has put extra pressure on EHS managers across the organization to keep their employees and workmen safe. Lokeshwaran has come out trumps for he proudly declares that “there has not been a single COVID-19 positive case at the Farakka site till date.”

It was crucial for Lokeshwaran to keep the project safe for the Farakka team is involved in a critical infrastructure project to construct a new navigational lock to raise and lower ships or vessels between stretches of water of different levels on the river

and canal waterways. The project has strategic importance as, once completed, a ship will take only some 38 minutes to traverse the course against the 2 hours it takes presently. “In fact,” he adds, “if a vessel is followed by another in the opposite direction, the operating time will only be 23 minutes.”

Lokeshwaran’s responsibility was to plan and coordinate project execution and liaise with the administration and local authorities. “We had frequent meetings with the contractors and workmen to explain the various safety precautions to be followed at site,” he points out, “and our major task was to create awareness about COVID-19 among our workmen who were actually local residents.” While in March 2020, daily pep talks were given, post the unlock, an awareness programme was organized in the presence of the client, the local government authorities, medical experts, and the site admin team.

Attaining the same workmen strength as that of pre-COVID times was a great triumph for the team and a major factor in achieving progress. From a safety perspective, Lokeshwaran says, “We used the Safety App to raise observations related to Unsafe Acts and Unsafe Conditions at site to alert the site supervisors.”



Still single, Lokeshwaran hails from Tiruchirappalli in Tamil Nadu and says that he loves reading and learning new things during his free time.

He is appreciative of the help and support from the site admin team of Poulose Devassia & Subrat Kumar Dash to organize meetings between the local authorities and site work force. “Our Project Manager, Rajaneesh Kumar Rai has also been very helpful giving immediate approvals for the basic precautionary items in times of need,” he says sincerely.



PLANNING DURING THE LOCKDOWN; EXECUTING AFTER UNLOCK

Apart from focusing on deploying skilled workmen, we used to spend most of our time on the phone negotiating with vendors from across the country and finally succeeded to execute 1500 cum of concrete within a month after the unlock.

Sidda Siva
Senior Engineer (QA/QC), L&T GeoStructure

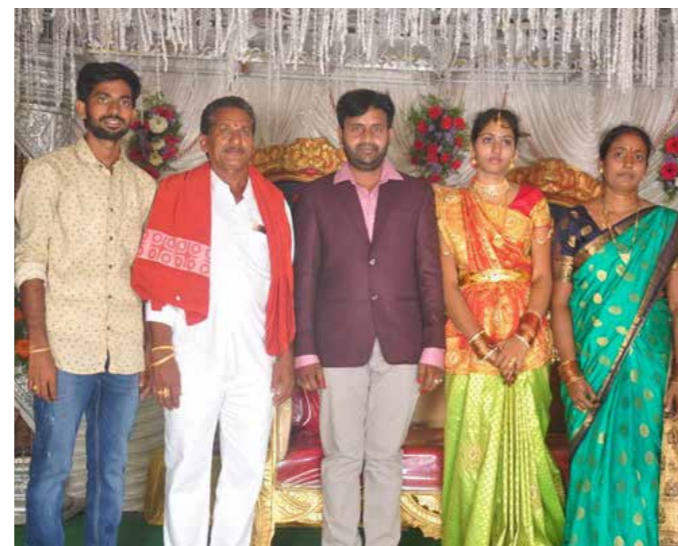
"During the lockdown, I spent my time preparing RFI documents for the pending works, measurement sheets for work completed, quantities for further billing and successfully submitted invoices of around INR 3 crores," shares a happy Sidda Siva. "We contacted our client representatives who were not in office to certify the invoices. Then we planned our schedule for the balance completion works and with a priority list of activities that required less manpower."

Presently at his second project with L&T GeoStructure at the CMRL, Korukkupet Station project after a stint at the Dhamra LNG Tank foundation works, since joining L&T in 2018, Sidda is feeling good. "Our plans were fruitful," he smiles, "ensuring that we did not deviate from our targets one bit." As anticipated, mobilizing skilled manpower after the unlock was a huge challenge especially in a hot zone like Chennai. Then there was the need for rigorous training to bring the fresh labour to deliver. With supply chains disrupted, material procurement was another tough nut to crack for the project team. "Apart from focusing on deploying skilled workmen, we used to spend most of our time on the phone negotiating with vendors from across the country and finally succeeded to execute 1500 cum of concrete within a month after the unlock."

The team's first objective when restrictions were lifted was to complete the unfinished works as quickly as possible with proper finishing to open more work fronts. "We updated ourselves of progress achieved by visiting and inspecting every corner of our work zones daily for further improvement," he remarks. "Our client's engineers were available 24/7 for inspections and approvals and their suggestions and actions supported us in every aspect and helped 'push' us to achieve our targets." Sidda is thankful for his

vendors too some of whom even went out of their way to supply both manpower and material at their own cost. "We continuously monitored quality through the QIR (Quality Incident Report) digital App that really helped us improve our quality standards hugely."

Sidda is thankful to his current Project Co-ordinator G. Boobathy Vishwanath, Project Manager, V Balamanikandan, Accounts-Head Manager Annapurnarao, his senior, Raguwaran D and colleague S.K. Sabir for their guidance and support. A native of Kakinada in Andhra Pradesh, Sidda is single and loves to play cricket and cook in his spare time. "Cooking refreshes the mind and is also a survival skill," he laughs. Securing the first rank across AP in ECET is his most cherished achievement.



"L&T for it cares for its employees," he shares proudly. "The senior managers treat their colleagues like family, are always approachable and friendly. I am privileged to share such a bond with them all."

FOCUSED ON PROGRESS



It is a great feeling to see when all your effort has translated into a wonderful piece of infrastructure which was Anil's feeling of elation at the inauguration of his metro section. "Our first journey on the metro along with our G Boobathy Vishwanath - Project Control, Anand N Pujar - P&M Incharge, Kanchi Yard and our Praveen Kumar Shetty - Project Manager was really a proud and memorable moment."

Hailing from Samalkot in Andhra Pradesh, Anil is still in search of his life partner and loves to travel to new places and see the cultures of other states.

Anil Kumar KVM
Senior Engineer (Execution), L&T GeoStructure

"I still remember a day in mid-May 2020 during the lockdown at my project in Tondiarpet when we had to cast a 520 cm base slab within a limited time frame of 11 pm to next morning 6 am," recalls Anil Kumar. "It was really a tough challenge for the team, but we accepted it and completed the work on time. It was a proud moment for all of us that won special appreciation from our client, CMRL." Anil is currently deputed at the cut and cover section, Tondiarpet, to construct an underground box tunnel connecting the elevated and underground metro stations which is his second assignment with L&T GeoStructure after a stint at the Kalinga Coal Terminal project at Paradip Port.

"Post unlock, we have made very good progress but to take up the tough task to execute the base slab, we had to bring in operators from their hometowns and mobilize skilled labour from different states," Anil shares his challenges. Handling execution, Anil proudly updates the extent of work completed since operations resumed. "We have achieved a mass area PCC casting of 440 sqm of 22 m length for which we have excavated 2700 cum quantity of base slab muck with a single excavator Ex-81 working non-stop for 72 hours." In this project, excavation and disposal of muck are critical to open new work fronts and when the team faced issues with the timing, they increased dumper movement from the RMC to site to complete their concrete pour on time.

"We have maintained progress also by co-ordinating with our sub ordinates and supervisors," Anil explains, "by explaining the targets to be achieved in the given time by mobilising the steel from the fabrication yard, managing muck disposal and labour mobilisation to site."

It was really a tough challenge for the team, but we accepted it and completed the work on time. It was a proud moment for all of us that won special appreciation from our client, CMRL.



He is proud of working with L&T as "it propels my skills and knowledge to construct challenging projects and help meet the needs our country to keep it a step ahead."

STAYING WARM IN A HOT ZONE

We staggered our work activities, coordinated regularly with our client and suppliers, initiated parallel activities breaking them down to allocate them evenly across to achieve maximum productivity.



Aditya Gaikwad

– Senior Engineer (Planning), L&T GeoStructure

For young, Aditya Gaikwad, GET Batch of 2019, COVID-19 has been a tough proving ground. “In Chennai, we were right in the middle of a hot zone,” he begins from his Cut & Cover section, Phase 1 Extension project at Tondiyarpet. “Our biggest concern was the agitated workmen who were confused whether to stay or move out or even return to their native places so how could we get them to work? As nothing transcends love and care,” he says philosophically, “I regularly stayed in touch with our workmen making sure that their needs were always met. We had electricians, plumbers, and security always available and we even arranged to pay their salary for April when we were locked down.”

Once the restrictions were lifted, the project team’s strategy was to start work on all fronts with the available resources. “We staggered our work activities, coordinated regularly with our client and suppliers, initiated parallel activities breaking them down to allocate them evenly across to achieve maximum productivity. As part of the project management team, we monitored progress daily, identifying critical activities that would help us push forward both in terms of work and invoicing.” Invoicing was also strictly monitored to make sure that the team was able to sustain the losses of the lockdown and sustain to meet the demands of the workforce to provide them a safe working environment in these challenging times.

“At our peak stage (pre-lockdown), we had 350+ workmen,” he notes, “but in the two months of partial lockdown we achieved 400 m of slabs (1m thick) cast with the available workforce and resources. Another achievement is that we completed 1 million safe manhours in January 2021,” he remarks triumphantly.

Aditya is thankful for his client’s support, “ranging from grass root issues like providing food supplies and sanitisation amenities for the migrant workforce to helping the staff with the invoicing and maintaining cash flow even in the tough times.”

On his second project with L&T GeoStructure after a brief stint at Runj Dam project, Aditya’s best moment was when India’s Prime Minister inaugurated his project. “It was a surreal feeling,” he gushes, “having had a first-hand experience of the challenges and seeing us come out of them to finish the works; how we transformed a heap of muck and soil into a modern tunnel with a high-speed train running in it.” He is thankful to Project Director, Bhoopathy Sir, Project Managers, P K Shetty and Siddahatan for their support and guidance. “I am proud to be groomed under such skilled people,” he remarks.



“The work culture of L&T has so much depth,” he states in conclusion, “that anyone can fit in and is welcomed by the management.”

LEARNING THE HARD WAY



Srimanthula Sai Sharan

Senior Engineer (Execution), L&T GeoStructure

I was put into multiple roles and given different responsibilities during this phase that has given me both an exposure and an enhanced view of the working of various departments. I would say I was lucky to get such varied experience in such a short time thanks to HR’s unique training programme.

“I joined L&T GeoStructure as a GET in July 2019 and was rotated across multiple projects as part of my training and post absorption, at three other projects,” shares Srimanthula Sai Sharan, who is presently deputed at the Cut & Cover Section, Phase 1 extension of the Chennai Metro project at Tondiarpet. “I was put into multiple roles and given different responsibilities during this phase that has given me both an exposure and an enhanced view of the working of various departments. I would say I was lucky to get such varied experience in such a short time thanks to HR’s unique training programme,” he says gratefully.

After the unlock, the site had very few workmen and since GeoStructure is more machinery-oriented, lack of operators was a

severe crisis. Bringing back labour was the team’s initial focus and then turning their focus to procuring and replenishing materials in the store as supply chains were disrupted by the lockdowns. The team had another more urgent issue, as Sai explains. “We were moving towards the end of the project and in full swing when the pandemic struck. With everything at a standstill, our immediate milestone was to plan and finish the balance works to complete the project in the specified timeline as requested by the CMRL team in time for the PM’s commissioning of the metro line.”

With reduced timelines and busy schedules, they crashed the duration required for majority of the activities keeping the extra cost incurred under threshold levels. “With immense pressure to fast track all activities, we planned meticulously, allocated the limited resources, pushed beyond our normal limits to achieve progress and invoice the same. In such difficult times we had achieved a record major concrete pour of 550 cum in 16 hours by engaging two RMCs without compromising on quality or safety,” he shares triumphantly. With the Cut & Cover section spread over a total of 600 m, they divided it into two for easier monitoring assigning separate tea “Thanks to the good coordination between the manager, engineers and workmen, we delivered on time!”

Sai specially mentions the fierce determination of Project Co-ordinator, G. Boobathy Vishwanath, Project Manager, C. Sidharthan and Construction Manager, Praveen Kumar Shetty to push the team to perform above their potential.

“Ours is a small family of four consisting my father, elder sister, younger brother and myself,” shares Sai, who is still single and hails from Husnabad, a small town in Siddipet, Telangana. “I love to play badminton and other outdoor games as well as indoor ones on the mobile like puzzles, riddles, shooting, etc.” His fond memories are about trips, time with his family and of course, the PM’s inauguration of his line.



“Working with L&T is a lifetime experience,” he shares in conclusion. “I take pride in learning and playing a small part in building the nation!”

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.



Rajesh Majumdar, Asst. Construction Manager (Civil) From DHOLERA SIR Project, WET IC



Anbuselvan M, Sr. Engineer (Mech) - EHS - DHOLERA SIR Project, WET IC



Bhushan Satija, Asst. Manager (Civil) - DHOLERA SIR Project, WET IC



Himanshu Mukherjee, Asst. Manager (Elec) - Ehs - DHOLERA SIR Project, WET IC



Thangapandian Natarajan, Sr. Engineer (Civil) - Rajkot Smart City Works Project, WET IC



Madhup Sharma, Construction Manager (Civil) - 100 Mld Desal Plant- Gujarat Project, WET IC



Dwaipayan Ghosh, Engineer (Civil) - 100 Mld Desal Plant- Gujarat Project, WET IC



Sakthivel Govindaraj, Asst. Construction Manager (Civil) - Rehab Works At Colombo - Srilanka - WET IC



Navis Princely M, Asst. Manager (P&M)



Kesavan M, Mechanic



Selvakumar S collected the award on behalf of **Tanmay Kumar Saha**, Technician - Special Equipment

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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 **S Kanappan**, Head & Chief Executive (L&T GeoStructure)



Anupam Kumar, EVP & Head MMH - SBG, receives his award from **S.N. Subrahmanyam**, Chief Executive Officer & Managing Director, Larsen & Toubro



Chaudhary Pradeep Uddhav, Cluster Operations Head (TL) - Delhi Cluster (PT&D IC), receives his award from **Nitesh Arora**, Segment Head (TL) - North & Central (PT&D IC)



Mahesh Singh, Cluster Operations Head (Sub Station)-Delhi Cluster (PT&D IC), receives his award from **Sunil Kumar Saxena**, Segment Head (Sub Station)-North & West (PT&D IC)



Chandrabhan Singh, Sr. Construction Manager (Elec) (PT&D IC), receives his award from **Avesh Kumar Verma**, Project Manager (Elec) (PT&D IC)



Nitesh Arora, Segment Head (TL) - North & Central (PT&D IC), receives his award from **Sunil Kumar Saxena**, Segment Head (Sub Station)-North & West (PT&D IC)



Ramachandra Yadav, Sr. Construction Manager (Elec) (PT&D IC), receives his award from Arvind Kumar Srivastava, Cluster Operations Head (UPD) - Lucknow & Varanasi Cluster (PT&D IC)



P. Udayakumar, Head - P&M (L&T GeoStructure), receives his award from S Kanappan

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Adavi Krishnam Raju, Sr. Manager (Accounts) (PT&D IC), receives his award from Rahul Sikka, Head-PT&D, Africa (PT&D IC)



Seeta Rama Bangarraju Tadepally, DGM-Operations (Civil) (PT&D IC), receives his award from Rahul Sikka



Bhushan Tapasw, Asst. Manager (Systems) (PT&D IC), receives his award from Saroj Kumar Singh, Head-TLT Factory, Pithampur (PT&D IC)



Shripad Hegde, Head-Quality Management Systems (PT&D IC), receives his award from Madhava Das T, Whole-Time Director & Sr. Executive Vice President (Utilities) (PT&D IC)



Sridhar G, Head - Risk Management (PT&D IC), receives his award from Deepak Kumar Nayak, Head-Corporate Centre (PT&D IC)



Anila Manoharan, Segment Head - Dams & Bridges (L&T GeoStructure), receives her award from S Kanappan



Kumaran M, Head - Engineering (L&T GeoStructure), receives his award from S Kanappan



Krishna Kumar B, Chief Engineering Manager (L&T GeoStructure), receives his award from T. Srinivasan, Deputy Chief Executive (L&T GeoStructure)



Sriganesh HV, Sr. Manager (Accounts) (PT&D IC), receives his award from Balaji R, GM-Shared Services Centre (SSC) (PT&D IC)



Selvam AK, Driver (PT&D IC), receives his award from Madhava Das T, Whole-Time Director & Sr. Executive Vice President (Utilities) (PT&D IC)



Dipak Lahiri, Segment Head Materials Management-East (PT&D IC), receives his award from Arun Kumar Singh, Cluster Operations Head-Kolkata TL BU



Raju Rai, VP & Head Product BU (KBL & EWL) receives his award from S.N. Subrahmanyam.



Nandalal Chandra, Sr. Construction Manager (Elec) (PT&D IC), receives his award from Marripudi Gopi, Asst. Manager (Accounts) (PT&D IC)



Subrata Bhunia, Senior Construction Manager - Kolkata Cluster - TL BU (PT&D IC), receives his award from Arun Kumar Singh



Anuradha Das, Assistant Manager-Administration (PT&D IC), receives her award from Arun Kumar Singh



Sekar P, Chief Engineering Manager (Civil) (PT&D IC), receives his award from Srinivasan S, Head-Engineering (PT&D IC)



Arup Sarkar, Construction Manager (Civil) receives his award from Kannan M, Project Manager



Sandip Kundu, Construction Manager (Civil) receives his award from Kannan M



Srinivasan M, Construction Manager (Mech) receives his award from Kannan M



Joginder Singh, Foreman (Civil) receives his award from Kannan M



Karthik S, Construction Manager (Mech) (Wet Ic), receives his award from T. T.R. Satheesh Kumar, Segment Head (South & East), Urban Water & Water Management, WET IC



Godavari Sankaram, Asst Manager (IR) (PT&D IC), receives his award from Venkatnarayanan A, Sr.Manager (Instrumentation) (PT&D IC)



Baki Billa Molla, Sr.Construction Manager (Elec) (PT&D IC), receives his award from Uttam Kumar Pahari, Cluster Accounts & Admin Manager (PT&D IC)



Laxmi Narayana Mohanty, Sr.Construction Manager (Elec) (PT&D IC), receives his award from Devendra Kumar Singh, Segment Head (UPD)-North & West (PT&D IC)



Ramaprasad NR, Asst. Manager - Accounts (WET IC), receives his award from T. T.R. Satheesh Kumar



Subhabrata Bhaumik, Manager (Civil) (Wet -Ic), receives his award from Devasish Ghosh, Cluster Head - East, Rural Water Supply, WET IC



Venkatesan T, Asst. Construction Manager (Civil) (Wet -Ic), receives his award from Praveen Kumar P, Construction Manager (Civil), Keonjhar WSP III, WET IC



Athi R, Sr.D'Man-Civil (PT&D IC), receives her award from Srinivasan S



Shriram Singh, Manager (IR) (PT&D IC), receives his award from Saroj Kumar Singh, Head-TLT Factory, Pithampur (PT&D IC)



Bikas Bhaumik, Assistant Foreman (Civil) (PT&D IC), receives his award from Uttam Kumar Pahari, Cluster Accounts & Admin Manager (PT&D IC)



S Madhavan, Manager (Elec) (PT&D IC), receives his award from Saroj Kumar Singh, Head-TLT Factory, Pithampur (PT&D IC)



Akash Agarwal, Manager (Elec) (PT&D IC), receives his award from Arvind Kumar Srivastava, Cluster Operations Head (UPD) - Lucknow & Varanasi Cluster (PT&D IC)



Avijit Banerjee, Construction Manager (Elec) (PT&D IC), receives his award from Kunwar Krishna Tripathi, Project Manager (Elec) (PT&D IC)



Radha Krishnan, Construction Manager (Elec) (PT&D IC), receives his award from Devendra Kumar Singh, Segment Head (UPD)-North & West (PT&D IC)



Venkataraman VN, DGM (HR) (PT&D IC), receives his award from Rahul Sikka, Head-PT&D, Africa (PT&D IC)



Srinivas D, Asst. Manager (Accounts & Admin.) (PT&D IC), receives his award from Rajamanickam P, GM & Head - PT&D (Upper East Africa) (PT&D IC)



Somasundram G, Chief Engineering Manager (Elec) (PT&D IC), receives his award from Srinivasan S, Head-Engineering (PT&D IC)



Birendra Kumar Singh, Asst. Manager (Admin) (PT&D IC), receives his award from Arvind Kumar Srivastava



Harshitha S Kumar, Head - Engineering (Renewables BU) (PT&D IC), receives her award from Srinivasan S, Head-Engineering (PT&D IC)



Samarjeet Kumar Singh, Asst. Manager (Accounts) (PT&D IC), receives his award from Biswajit Chattaraj, Construction Manager (Elec) (PT&D IC)



Rana Datta, Construction Manager (Elec) (PT&D IC), receives his award from Sebastian Serafin MJ, Cluster Operations Head (Sub Station)-Mumbai Cluster (PT&D IC)

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Satya Narayan Lal Shrivastava, Asst. Construction Manager (Elec) (PT&D IC), receives his award from Praveenkumar Shetty, Project Manager (PT&D IC)



Santosh Dhara, Construction Manager (Elec) (PT&D IC), receives his award from Avesh Kumar Verma, Project Manager (Elec) (PT&D IC)



Sandeep Amin, Construction Manager (Elec) (PT&D IC), receives his award from Arvind Kumar Srivastava, Cluster Operations Head (UPD) - Lucknow & Varanasi Cluster (PT&D IC)



Sandip Mukherji, Manager (Accounts) (PT&D IC), receives his award from Niranjana C, Head-Finance, Accounts & Admin (PT&D IC)



Asokan D, Head-Civil & Structural Engineering (PT&D IC), receives his award from Srinivasan S, Head-Engineering (PT&D IC)



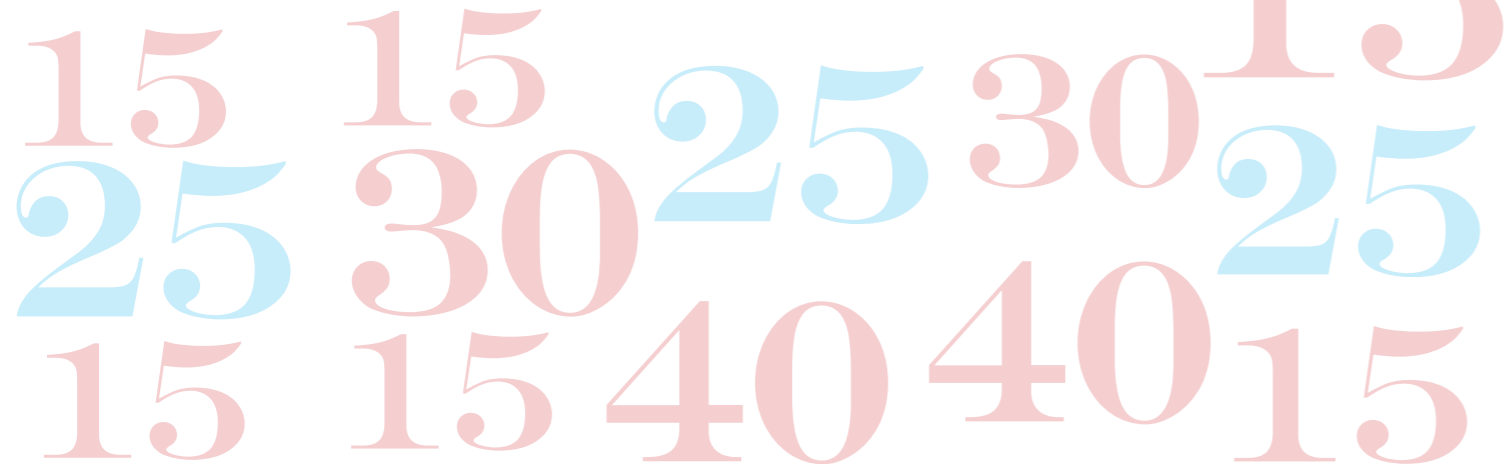
Renganath P, Manager (Accounts) (PT&D IC), receives his award from Rahul Sikka, Head-PT&D, Africa (PT&D IC)



Arun Kumar Singh, Cluster Head-Kolkata TL BU (PT&D IC), receives his award from Jayanthi Shivaraman, Cluster Accounts Admin Manager, Kolkata Cluster PTD IC



Ramaprasad Konar, Senior Construction Manager, Kolkata Cluster - TL BU (PT&D IC), receives his award from Arun Kumar Singh, Cluster Operations Head-Kolkata TL BU



Buildings & Factories IC



October

Close the loop on audit process at MS TEAMS on Oct 01, 2020; Participants: 66; Faculty (Int): Padmanathan S and Karthikeyan K.M

Awareness on MEP services on MS TEAMS on Oct 1, 2020, Participants:25, Faculty (Int) - Pankja Gupta

Planning and Scheduling of MEP services on MS TEAMS on Oct 6,2020, Participants:25, Faculty (Int) - Pankja Gupta

Role of Medical gas & piping system project wise at MS TEAMS on Oct 07, 2020; Participants: 71; Faculty (Int): S Padmanathan, Sudhakar L and Mariappan TT

Experience of DOHA Metro – Electrical Design at MS TEAMS on Oct 09, 2020; Participants: 95; Faculty (Int): C T Chidambaram, Karthikeyan Gopal and Shankar. R

Interface and dependability of Project activities on Oct 10, 2020, Participants:25, Faculty (Int) - Pankja Gupta

EHS - Risk Management for Trainees & New Joinees through MS Teams on October 12th, 2020; Participants: 15; Faculty (Int.): Sujit Saha

November

DESI training at Bangalore on Nov 2, 2020; Participant: 12; Faculty

Introduction to Autodesk Design review software for Designers (Engineers) at MS TEAMS on Nov 04, 2020; Participants: 99; Faculty (Int): Pradeep S and Nagarajan G

DESI training at Bangalore on Nov 4, 2020; Participant: 13; Faculty

Creativity & Innovation' Online Program on Understand Importance of C&I and its relevance in achieving Business Targets, a common behavioral program for staffs in S&E and Tier 1 of CNCL/HYCL, on 05th November, 2020, Participants: 19, Faculty (INT): T. K. Premkumar.

NAVISWORKS MANAGE – 4D at MS TEAMS on Nov 06, 2020; Participants: 71; Faculty (Int): Dayalan

Leadership Assimilation Programm at Bangalore on nov09, 2020; participants: 12; faculty (int): Mr Prem Kumar TK

Importance of Self-Motivation & Stress Management in New Normal for TCCH Barpeta (Assam) on MS Teams on November

ECC News, October 2020 - March 2021

BIM for Design @ GHIAL – The way it is executed at MS TEAMS on Oct 14, 2020; Participants: 170; Faculty (Int): Hardik Patel and Amirtha Selvam

Shared Co-ordinates at MS TEAMS on Oct 16, 2020; Participants: 58; Faculty (Int): Hardik Patel and Dhayalan

External coordination – GCA Stadium at MS TEAMS on Oct 21, 2020; Participants: 74; Faculty (Int): Goldwin Joseph, Muthumanickam and S. Dharanipathy

SCADA Design at MS TEAMS on Oct 23, 2020; Participants: 86; Faculty (Int): K Karthikeyan, Pradeep Singh Kosa and Manikandan T

CFD Simulation for Smoke analysis - GHIAL at MS TEAMS on Oct 28, 2020; Participants: 78; Faculty (Int): Dr. Munirajulu. M

Creativity & Innovation' Online Program on Understand Importance of C&I and its relevance in achieving Business Targets, a common behavioural program for staffs in S&E and Tier 1 of CNCL/HYCL, on 28th October, 2020, Participants: 19, Faculty (INT): T. K. Premkumar.

10th, 2021; Participants: 13, Faculty (Int.): TK Premkumar

Creativity & Innovation' Online Program on Understand Importance of C&I and its relevance in achieving Business Targets, a common behavioral program for staffs in S&E and Tier 1 of CNCL/HYCL, on 10th November, 2020, Participants: 18, Faculty (INT): T. K. Premkumar.

Solid Waste management – Pneumatic system at MS TEAMS on Nov 11, 2020; Participants: 86; Faculty (Int): Karthick P

High Rise concrete Pumping and Concrete Technologies at Mumbai on Nov 11, 2020; Participants: 22; Faculty (Ext.): Azhar

HR Swagat on MS Teams from November 11th to 12th 2020; Participants: 2, Faculty Coordinator: Sudipta Barua

HR Swagat through MS Teams from November 11th to 12th 2020; Participants: 2, Faculty Coordinator: Sudipta Barua

SWAGAT - Induction programme at Mumbai on Nov 11 - 12,

2020; Participants: 21; Faculty (Int.): Suneet Kumar, Supreet, Jay Prakash, Shailesh Patel, Kalaimani, Sudeep Ghosh, Issac Emmanuel, Mr Anupam Ghosh

Electrical Design for Airports at MS TEAMS on Nov 13, 2020; Participants: 66; Faculty (Int): Balakrishnan R, Karthikeyan K and Saravanan V

Leadership Assimilation Programm at Bangalore on 13 nov, 2020; participants: 12; Faculty(int): Mr Prem Kumar TK

ACE your presentation skills on MS Teams from November 16th to 20th 2020; Participants: 15; Faculty (Int): TK Premkumar & Kumar Aniket

TEKLA STEEL BASICS at MS TEAMS on Nov 18, 2020 & Nov 19, 2020; Participants: 67; Faculty (Int): Hardik Patel and Remya

Micro grid Design for Mixed Industrial Complex at MS TEAMS on Nov 20, 2020; Participants: 52; Faculty (Int): C T Chidambaram, N Srinivasan and Padmanarayanan S

December

Experience of Stadium Design – GCA (Sound System & Security system) at MS TEAMS on Dec 02, 2020; Participants: 62; Faculty (Int): Nagarajan and D. Anbarasu

Problem Solving and Decision Making’: Understand the common traps during PSDM process, Six Guide Lines to be followed for PSDM, Eight Golden Steps for approaching PS & taking appropriate Decisions and Key behavioural attributes required for taking the right Decisions, Competency development behavioral program for Tier 1&2 staffs of CNCL/HYCL, on 02nd December, 2020, Participants: 11, Faculty (INT): T. K. Premkumar.

Finance for Non-Finance Engineers at MS TEAMS on Dec 03, 2020; Participants: 123; Faculty (Int): K Veerappan

Finishing Conclave exclusively for TCCH Assam on MS Teams from December 04th to 05th 2020; Participants 40; Faculty Coordinator: Moumika Roy

HVAC – MEP interface for Lab Building – Case study on Shell NTCB at MS TEAMS on Dec 04, 2020; Participants: 62; Faculty (Int): Manoj Gupta, Mr, Gururaj.

Competency Based Prog “Problem Solving and Decision Making” on MS Teams on Dec 4,2020; Participants:45, Faculty (Int) - T.K. PremKumar

Motera Stadium – Major Challenges in Precast Elements Casting

STEP UP (Structured Trainee Engagement Plan) during Nov 20-21, 2020; Participants:13; Faculty (Ext) - Col H.S. Walia

Accident / Incident Investigation - covering RCA NC’s at Bangalore on Nov 21, 2020; Participants:17; Faculty (Int): Mr M Nachiappan

Problem Solving and Decision Making’: Understand the common traps during PSDM process, Six Guide Lines to be followed for PSDM, Eight Golden Steps for approaching PS & taking appropriate Decisions and Key behavioural attributes required for taking the right Decisions, Competency development behavioral program for Tier 1&2 staffs of CNCL/HYCL, on 24th November, 2020, Participants: 22, Faculty (INT): T. K. Premkumar.

7 QC tools on MS Teams on November 25th 2020; Participants: 30; Faculty (Int.): Anangapriya Sengupta

Competency Based Prog “Innovation and Creativity” on MS Teams on Nov 28,2020; Participants: 45, Faculty (Int) - T.K. PremKumar

Workshop on improving proactive EHS Performance at Bangalore on 28 Nov, 2020; Participants: 6; Faculty(Int): Mr Rajesh Kumar M

and erection – My experience and Learning at site at MS TEAMS on Dec 05, 2020; Participants: 53; Faculty (Int): Venkatesh Kumar M

EHS -Professional Development Program (EHS - PDP) at MS Teams on Dec05, 2020; participants: 19; Faculty (Int)

Programme on “Scaffolding and Formwork Systems” at HIAL Project on Dec 8, 2020 (half day); Participants:65; Faculty(Int.): Appireddy Srinivasareddy.

Steel Staircase in REVIT at MS TEAMS on Dec 09, 2020; Participants: 34; Faculty (Int): Hardik Patel and Dayalan

Basics of Structural Engineering - Refresher course - I at Mumbai on Dec 09, 2020; Participants: 24; Faculty (Int.): Sindhu Saseedharan Nair

Competency Based Prog “Innovation and Creativity ”on MS Teams on Dec 10,2020; Participants: 31, Faculty (Int) - T.K. PremKumar

EDRC – BIM QMS at MS TEAMS on Dec 11, 2020; Participants: 62; Faculty (Int): Hardik Patel and S. Srinivasan

Basics on Green Building & Energy Efficiency at Mumbai on Dec 11, 2020; Participants: 24; Faculty (Int.): Dr. Rajkumar S

EHS -Professional Development Program (EHS - PDP) at MS Teams on Dec11, 2020; participants: 19; Faculty (Int)

Sub-Contractor & Client Billing at MS Teams on Dec11&12, 2020; participants: Faculty (Int): V. Swaminathan, Somenath Acharya, Mrs. Vasuki.

Competency Based Prog “Problem Solving and Decision Making” on MS Teams on Dec 12,2020; Participants:48, Faculty (Int) - T.K. Prem Kumar

Competency Based Prog “Customer Focus” on MS Teams on Dec 12,2020; Participants: 87, Faculty (Int) - T.K. PremKumar

Risk Assessment Workshop at Mumbai on Dec 12, 2020; Participants: 14; Faculty (Int.): Patel Shaileshkumar Ambalal

CFD Simulation of thermal comfort for displacement ventilation at MS TEAMS on Dec 15, 2020; Participants: 35; Faculty (Int): Dr. Munirajulu M

Scheduling (PRIMAVERA) Including Delay Analysis at MS Teams on Dec15&17, 2020; participants: Faculty (Int): V. Swaminathan, Somenath Acharya, Mrs. Vasuki.

Precast Autodesk REVIT at MS TEAMS on Dec 16, 2020; Participants: 21; Faculty (Int): Hardik Patel and Remya

Problem Solving and Decision Making’: Understand the common traps during PSDM process, Six Guide Lines to be followed for PSDM, Eight Golden Steps for approaching PS & taking appropriate Decisions and Key behavioural attributes required for taking the right Decisions, Competency development behavioral

January

Finishes Specialist Development Program (FSDP) - Module 3 - Mechanisation in Finishing Works at MS Teams on Jan05, 2021; participants; Faculty (Int): S. Lakshmi Narayanan

Programme on “Rollout of Mission Zero Harm and Consequence Management” at HIAL Project on Jan 5, 2021 (half day); Participants: 110; Faculty(Int.): Appireddy Srinivasareddy.

Competency development Program on ‘TIME MANAGEMENT’ on Understanding Stephen Covey’s time management grid as an effective tool for organising priorities at Project Site / Work Atmosphere, Identifying time wasters and adopt strategies for reducing them, Clarify and prioritise objectives and goals, by creating more planning time, Adopt appropriate strategies for dealing with interruptions and anything else which ‘steals’ time, Choose assertive responses to different time management situations for S&E & Tier 1 staff of South region on 6th Jan 2021, Participants: 21, Faculty (INT): T. K. Premkumar.

program for Tier 1&2 staffs of CNCL/HYCL, on 17th December, 2020, Participants: 13, Faculty (INT): T. K. Premkumar.

PROBLEM SOLVING & DECISION MAKING at Bangalore on 17 Dec, 2020; Participants: 13; Faculty(int): Mr Prem Kumar TK

Response Spectrum Method Vs. Probabilistic Seismic Hazard Analysis method and Case Study of seismic analysis of structures in different zones at MS TEAMS on Dec 19, 2020; Participants: 44; Faculty (Int): S Sivakumar

Digital Solutions -B&F IC - Conquer - Quality App at Mumbai on Dec 22, 2020; Participants: 17; Faculty (Int.): Sarvesh Sandeep Kodolikar

Accepted Cost Estimate & Job Cost Report (ACE & JCR) at MS Teams on Dec22&23, 2020; participants: Faculty (Int): V. Swaminathan, Jaiganesh, Mrs. Sivaranjani.

Door and Window Schedule in REVIT at MS TEAMS on Dec 23, 2020; Participants: 25; Faculty (Int): Hardik Patel and Amritha Selvam

Personal Health & Safety on MS Teams on December 28th; Participants 226; Faculty: Dr. G Sathappan

Life Safety and Fire Protection system at MS TEAMS on Dec 29, 2020; Participants: 59; Faculty (Int): S Padmanathan and S Navin Kumar

EHS Council’s Mitigation Plan Re-Commit to Mission Zero at Bangalore on Jan 8, 2020; Participants: 20; Faculty (Int): Mr Rajesh Kumar M

Programme on “Negotiation skills” at HIAL & HMRP on Jan 08, 2021 (half day); Participants: 29; Faculty(Int.): T. K. Premkumar.

Finishes Conclave at MS Teams on Jan08&09, 2021; participants; Faculty (Int): Sakthivel.G, Jyotsna Joshi, Muthu

Contracts & Admin Mgmt. at MS Teams on Jan09, 2021; participants; Faculty (Int): A.A. Khan, Vivek

Programme on “An Awareness Session on Behaviour Based Safety” at HIAL Project on Jan 09, 2021 (half day); Participants: 82; Faculty(Int.): Appireddy Srinivasareddy.

EHS -Professional Development Program (EHS - PDP) at MS Teams

on Jan11, 2021; participants: 19; Faculty (Int): Kamarajan.

EHS Refresher Training for Front Line Engineers (Batch – 1) on MS Teams on January 11, 2021; Participants 30; Faculty (Int.): Sujit Saha

EHS Council's Mitigation Plan Re-Commit to Mission Zero at Bangalore on Jan 12, 2020; Participants: 25; Faculty (Int): Mr Rajesh Kumar M

EHS Refresher Training for Front Line Engineers (Batch – 2) on MS Teams on January 13, 2021; Participants 30; Faculty (Int.): Manoj Kumar Bhadra

Programme on “Rollout of Mission Zero Harm and Consequence Management” at HIAL Project on Jan 13, 2021 (half day); Participants: 32; Faculty(Int.): Appireddy Srinivasareddy.

Competency development Program on ‘TIME MANAGEMENT’ on Understanding Stephen Covey's time management grid as an effective tool for organising priorities at Project Site / Work Atmosphere, Identifying time wasters and adopt strategies for reducing them, Clarify and prioritise objectives and goals, by creating more planning time, Adopt appropriate strategies for dealing with interruptions and anything else which ‘steals’ time, Choose assertive responses to different time management situations for S&E & Tier 1 staff of South region on 13th Jan 2021, Participants: 18, Faculty (INT): T. K. Premkumar.

Supervisory Development Program on MS Teams Module 1 - Jan 14-16,2021 & Module 2 - Feb 17-20,2021; Participants: 66, Faculty (Int) - Ramesh N, Abraham Varkey, Yazdi F Bardoliwalla, Bhushan Kumar, Anshul Solanki; Tarnish Goyal, Priya Raje, M.K. Jha, Sanjiv Sharma, Patnaik Kottisa VSN, Rahul Dutt, Ani Khare, Kanika A, Rajesh VS, Yami K, Vikrant Dagar, Tushar Saraswat, Ms Bhawna Verma

EHS Refresher Training for Front Line Engineers (Batch – 3) on MS Teams on January 16,2021; Participants 30; Faculty (Int.): Manas Ranjan Das

EHS Council's Mitigation Plan Re-Commit to Mission Zero at Bangalore on Jan 18, 2020; Participants: 25; Faculty (Int): Mr Rajesh Kumar M

EHS Counselling at Bangalore on Jan 18, 2021; Participants: 25; Faculty (Int): Mr Rajesh Kumar M

Motera Stadium – Spoke wheel concept tensile fabric Roof – Major challenges in Design concept, fabrication and erection

process at MS TEAMS on Jan 19, 2021; Participants: 39; Faculty (Int): M Ragupathy

Root Cause Analysis at Bangalore on 19 Jan, 2021; Participants:12; Faculty (Int): Mr SYED NAFEESUDDIN

Concrete Pumping for P&M Operations on MS Teams on January 19, 2021; Participants 40; Faculty (Int.): LS Kannan & Raveendran. J

Sustainable Green buildings at MS TEAMS on Jan 20, 2021; Participants: 22; Faculty (Int): Crosby

Competency development Program on ‘Leadership & Motivation’ on Understanding the techniques involved in motivating, encouraging and delegating team members and builds a sense of team spirit.

Develop mentoring skills to support team members upliftment by coaching and guiding them to achieve stretch project / department goals. Enabling in charges to provides concrete support and encouragement to help team members to convert ideas into actions and actions into results. Understand the negative impact of over-supervision and under-supervision on performance and morale for Tier 1&2 staff of South region on 20th Jan 2021, Participants: 21, Faculty (INT): T. K. Premkumar.

EHS Refresher Training for Front Line Engineers (Batch – 4) on MS Teams on January 20, 2021; Participants 20; Faculty (Int.): Tapan Mistri

EHS Refresher Training for Front Line Engineers (Batch – 5) on MS Teams on January 21, 2021; Participants 20; Faculty (Int.): Sujit Saha

3D Printing at MS TEAMS on Jan 21, 2021; Participants: 210; Faculty (Int): Lakshmi Narayanan

EIP 4.0 - Project Management module at Bangalore on Jan 21, 2021; Participants: 23; Faculty (Int): Mrs Velvizhi C

EIP 4.0 - Project Management module at Bangalore Int Airport on Jan 21, 2021; Participants: 4; Faculty (Int): Mrs Velvizhi C

HVAC Psychometry at MS TEAMS on Jan 22, 2021; Participants: 102; Faculty (Int): Manoj Gupta, Sirish and Parthasarathy

EHS Refresher Training for Front Line Engineers (Batch – 6) on MS

Teams on January 22, 2021; Participants 20; Faculty (Int.): Arpan Chakraborty

Level of Information Needed at MS TEAMS on Jan 23, 2021; Participants: 20; Faculty (Int): Hardik Patel

Programme on “An Awareness Session on Behaviour Based Safety’” at HIAL Project on Jan 23, 2021 (half day); Participants: 44; Faculty(Int.): Appireddy Srinivasareddy.

Wire Rope Testing Procedure at Mumbai on Jan 23, 2021; Participants: 18; Faculty (Int.): Abhijith C

EHS Counselling at Bangalore on Jan 25, 2021; Participants: 18; Faculty (Int): Mr Rajesh Kumar M

EHS Refresher Training for Front Line Engineers (Batch – 7) on MS Teams on January 25, 2021; Participants 20; Faculty (Int.): Sujit Saha

Heat Load Calculation using HAP at MS TEAMS on Jan 27, 2021; Participants: 81; Faculty (Int): Manoj Gupta, Magesh Kumar J and S. Krishnan

February

EHS Counselling at Bangalore on Feb 02, 2021; Participants: 48; Faculty (Int): Mr Vadivelu R

Re-engineering for building defects at MS TEAMS on Feb 03, 2021; Participants: 106; Faculty (Int): Vijayan R

Competency development Program on ‘Effective Communication Skills’ on Enumerate the benefits of being truthful and direct in communication. the advantages of being sensitive to others feelings during communication. reasons for blunt communication leading to damaged trust and unnecessary conflict in tea Cite the relationship between evasive communication and lack of direction in achieving team objectives. how Forthright Diplomatic communication can lead to positive and productive interactions for S&E & Tier 1 staff of South region on 3rd Feb 2021, Participants: 29, Faculty (INT): T. K. Premkumar.

Composite Building with CFT Columns – An overview of L&T Tower at MS TEAMS on Feb 04, 2021; Participants: 134; Faculty (Int): Dr. Sreenath S

EIP S4 Resource Module on MS Teams on January 27, 2021; Participants 40; Faculty (Int.): Deepak J Jayapal

Competency development Program on ‘Leadership & Motivation’ on Understanding the techniques involved in motivating, encouraging and delegating team members and builds a sense of team spirit. Develop mentoring skills to support team members upliftment by coaching and guiding them to achieve stretch project / department goals. Enabling in charges to provides concrete support and encouragement to help team members to convert ideas into actions and actions into results. Understand the negative impact of over-supervision and under-supervision on performance and morale for Tier 1&2 staff of South region on 27th Jan 2021, Participants: 24, Faculty (INT): T. K. Premkumar.

Electrical Systems Basics at MS TEAMS on Jan 28, 2021 till Jan 29, 2021; Participants: 70; Faculty (Int): Hardik Patel and Satish K

IBMS for Data Centre at MS TEAMS on Jan 30, 2021; Participants: 95; Faculty (Int): Nagarajan, D. Anbarasu and Sivakumar

Wire Rope Testing Procedure at Mumbai on Jan 30, 2021; Participants: 14; Faculty (Int.): Abhijith

EHS Council's Mitigation Plan Re-Commit to Mission Zero at Bangalore on Feb 4, 2021; Participants: 16; Faculty (Int): Mr Rajesh Kumar M

Quality Management, QA/QC at Bangalore on 5Feb, 2021; Participants: 31; Faculty (Int): Mr SYED NAFEESUDDIN

GHAL – Architecture Planning of pier Bulb – Architect planning of levels and profile of roof at MS TEAMS on Feb 06, 2021; Participants: 90; Faculty (Int): G. Sadasivam and Ram Sundhar

Health Talk on Office Ergonomics - Science of Sitting on Feb 06, 2021; Participants: 257; Faculty (Int.): G Sathappan

Programme on “Rollout of Mission Zero Harm and Consequence Management” at HIAL Project on Feb 8, 2021 (half day); Participants: 45; Faculty(Int.): Appireddy Srinivasareddy.

Openings at Studio Plug-in at MS TEAMS on Feb 09, 2021; Participants: 86; Faculty (Int): Hardik Patel (Int) & Priya Premkumar (Ext) – from M/s. ASSA ABLOY Openings Studio Software

Site Cut & Fill Analysis at MS TEAMS on Feb 10, 2021;
Participants: 147; Faculty (Int): Hardik Patel and Dhayalan

Competency development Program on 'Effective Communication Skills' on Enumerate the benefits of being truthful and direct in communication. the advantages of being sensitive to others feelings during communication. reasons for blunt communication leading to damaged trust and unnecessary conflict in tea Cite the relationship between evasive communication and lack of direction in achieving team objectives. how Fortright Diplomatic communication can lead to positive and productive interactions for S&E & Tier 1 staff of South region on 10th Feb 2021, Participants: 36, Faculty (INT): T. K. Premkumar.

Electrical Systems: Specific measures in Factory projects at MS TEAMS on Feb 12, 2021; Participants: 52; Faculty (Int): Srikanth S and Sandeep Gogineni

Green Building Concept at MS TEAMS on Feb 17, 2021;
Participants: 121; Faculty (Int): Wilson

Competency development Program on 'TEAM BUILDING SKILLS' on advantage of being Assertive which leads to mutual benefits among team members. Rewards of Being Helpful which builds trust and collaboration. Implications of Dominating Behaviour leading to damaged relationships in Project Tea The relationship between Self Sacrificing behaviour and decrease in the development of team members. How Mutual Help can lead to a solution that are beneficial to all stakeholders in Project Sites for S&E & Tier 1 staff of South region on 17th Feb 2021, Participants: 26, Faculty (INT): T. K. Premkumar.

Scheduling (PRIMAVERA) Including Delay Analysis at Mumbai on Feb 18, 19 & 22 2021; Participants: 10; Faculty (Int.): V. Swaminathan, Vasuki, Somenath Acharya

Risk Assessment Workshop at Mumbai on Feb 19, 2021;
Participants: 14; Faculty (Int.): Patel Shaileshkumar Ambalal

Hyd crane and Tower Crane Spec Sheet Study at Mumbai on Feb 20, 2021 Participants: 19; Faculty (Int.): PRAVEEN KUMAR S & MANIKANDAN V

EHS Council's Mitigation Plan Re-Commit to Mission Zero at Bangalore on Feb 24, 2021; Participants: 14; Faculty (Int): Mr Rajesh Kumar M

HVAC Systems Basics at MS TEAMS on Feb 24, 2021 till Feb 25, 2021; Participants: 34; Faculty (Int): Hardik Patel and Thamimul Ansari

Competency development Program on 'TEAM BUILDING SKILLS' on advantage of being Assertive which leads to mutual benefits among team members. Rewards of Being Helpful which builds trust and collaboration. Implications of Dominating Behaviour leading to damaged relationships in Project Tea The relationship between Self Sacrificing behaviour and decrease in the development of team members. How Mutual Help can lead to a solution that are beneficial to all stakeholders in Project Sites for S&E & Tier 1 staff of South region on 24th Feb 2021, Participants: 25, Faculty (INT): T. K. Premkumar.

DESI' Batch 1 - Site Intervention program for NPCI site Staff through ZOOM Online on Attributes required for being an effective and productive Team Player and Team Leader. Importance of Managing Ego for achieving the Common Goal. Managing Stress in Fast Track Projects on 25th February, 2021, Participants: 13, Faculty (INT): T.K. Premkumar

Architectural Design adaptations for COVID Combat at MS TEAMS on Feb 26, 2021; Participants: 82; Faculty (Int): Abirami AL

Overview of CSR & Introduction to Formwork on MS Teams from February 26&27, 2021; Participants 30; Faculty (Int.): Deepak J Jayapal

Variable Frequency Drive (VFD) care at Mumbai on Feb 26 2021;
Participants: 22; Faculty (int.): Vaithi Subramanian

Awareness on type of soils used for back filling & testing requirements -Case studies from various sites at MS TEAMS on Feb 27, 2021; Participants: 93; Faculty (Int): Velugu Suresh

Heavy Civil Infrastructure IC



ECC NEWS INITIATIVES IN TALENT DEVELOPMENT

CUSTOMER PARTNERSHIP:



Customer partnership is a core competency of Tier 2 & 3 staff. Since our business model is highly dependent on customer management (Internally & externally) we have organized 2 days simulation-based workshop for tier 2 staff. The key learning outcome of the program was building your business around the customer, understanding your customer, Impact of customer relationship on business outcomes, service profit chain, Value Equivalence Model, Strategic fit for customers and how it drives value. This program is of 4 hours online and two days. 13 participants attended this online Module.

PERFORMANCE 101:

The program on having successful performance discussions, explored on clearly presenting core achievements, Substantiating it with facts and data, Communication with clarity. Being progress oriented. This was targeted for Officer cadre staff and above to M3A. 563 staff participated in this one hour module.

PEAK PRODUCTIVITY PRACTICES:

An extremely well-run, well-received program that had one objective:

Maximise PRODUCTIVITY using best practices recommended by giant management experts. 860 staff participated in this 90 minutes module held in October 2020 to January 2021.

PERFORMANCE MANAGEMENT & FEEDBACK DISCUSSION:

Performance Management and Providing effective feedback by managers are critical aspects of employee's performance and



productivity to develop high performing team While our internal PMS system has a process in place, the effectiveness of the system depends on the understanding the purpose, methodology and fair way of managing employee's performance and conducting effective feedback conversation. To enable this a training workshop for managers was conducted.

The key learning outcomes of the program were enhanced understanding of purpose & principles of PMS, Enhanced understanding of performance planning, ability to do effective goal setting and performance review, evaluating performance – Differentiating performance & potential, giving constructive feedback, receiving feedback and essential critical success factors. 20 staff from finance & Accounts team across Sites participated in this 120 minutes Module.

INNER CALMNESS FOR OUTER CHALLENGES

A topical relevant program to help learners on how to handle stressful & challenging situations. Manage difficult people and Develop "Inner Calmness" to overcome external stress. This is one of the "Health & Well Being" offerings and always had a great participation and appreciation from employees.

HCI APPRECIATION MONTH JAN 2021

With a vision to create a motivating environment through culture of appreciation, HCI HR team launched the HCI Appreciation Month initiative in the month of January 2021. During HCI Appreciation month, employees were encouraged to appreciate their colleagues, subordinates, seniors with no hierarchy barriers. The appreciations were given through customized cards that were distributed at all sites and HQ. A digital campaign was also launched through #HCIAppreciates in fb@workplace. The HCI Corporate Town hall meeting on 29th Dec 2020 carried #HCIAppreciates as a central theme. A total of 50,000 #HCIAppreciates cards have been exchanged by employees so far.



HCI MENTORSHIP PROGRAMME TO GROOM FUTURE LEADERS

Mentoring future leaders is a key part of the HCI leadership development strategy with an intent focus to build leaders from within.

It is a positive and supportive relationship that enables future leaders with potential to excel and deliver to the promise they hold. Such leaders can also be role models for others to learn from and emulate. The first phase started with an orientation program on mentoring for BU heads and Project Directors facilitated by a Senior Mentoring expert. This was concluded with a joint session with Project Leaders Capability development program participants, who were identified as mentees.

This was followed by mentor – mentee pairing and the communication to initiate the mentoring discussions. We have shared a mentoring handbook with all mentees to facilitate and capture insights during each discussion with their mentors. This will help the mentees to track their progress and can be treasured by the mentees as their leadership career journal. Close to 37 staff (Mentors & Mentees) participated in this 2 hours Module.



HSR ONBOARDING & INDUCTION

The prestigious Mumbai – Ahmedabad High Speed Rail C4 package has taken off with great speed and so has been the employees joining the project site in– Heavy Civil Infrastructure. About 250 employees of the MAHSR C4 project were inducted over 5 days who were given a warm welcome in joining the L&T family. They got familiarised with their key leaders in the project and get to know each other to develop a team spirit & camaraderie. They also got an understanding about HCI Business, Leadership and other Systems & Processes, HR Policies which shall provide them a good foundation for their success. They were also given Project Brief, key milestones goals and challenges ahead. This was conducted in 5 batches at different HSR project sites from Feb 08, 2021 to Feb 12, 2021.



DETs & GCT Induction

The month of December 2020 witnessed the arrival of 22 DEts & 10 GCTs for the Heavy Civil Infrastructure IC. The trainees were on-boarded virtually and were oriented on the various businesses of the IC. As a part of the Induction Program, 3-day transformational program on Campus to Corporate was delivered to understand leadership, systems and projects. The trainees after the Induction Program travelled to report at their respective project sites.

HSR DEts Induction

The biggest EPC contract awarded in the country till date, the MAHSR – C4 Package invited employment opportunities to 20 Diploma Engineers exclusively hired for HSR project. They were on-boarded and joined in the roll of HCI IC as DEts and were inducted and oriented online for 5 days. The induction session was inaugurated by Koneru Bhavani, Head – Metros. The DEts were oriented on various businesses of the IC including Hydrel & Tunnel, Nuclear, Defence, Special Bridges, Metros, Ports & Harbour. A 3-day online transformational program on Campus to Corporate as a part of the DEts induction was delivered to understand leadership, systems and projects. The DEts after their induction program travelled to report at their respective project sites.

AGET (Accelerated Graduate Engineers Training) Program

About 136 GETs were on-boarded in HCI IC on August 17,2021.. The on-boarded GETs were trained on various technical skills (Construction Methods, Foundation Techniques, Formwork, Fabrication & Erection, Construction Methods, Formwork), behavioural modules (Drive for Results, Impactful Communication, Effective Mentoring Skills, Creativity and Innovation, Communicating and Influencing, Critical thinking & Analytical Ability) facilitated by internal faculty and CHR and functional modules in multiple

October

One day, Online Functional Module -Three batches of Behaviour Based Safety with participants -82 on Oct 03,08 & 29 led by- Arulseelan with duration of-240 Minutes per session

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -92 on Oct 03,2020 led by-Jayapriya with duration of-120 Minutes each day

One day, Online-Behavioural Module -2 batches of Peak Productivity practices with participants -291 on Oct 08,2020 led by-Jayapriya with duration of-90 Minutes each session

One day, Online-Behavioural Module -Mindfulness with participants -35 on Oct 08,2020 led by-Puneeth Dorna with duration of-120 Minutes each day

Three day, Online-Behavioural Module -Achievement Orientation with participants -30 on Oct 05 to 07,2020 led by-Jayapriya with duration of-120 Minutes each day

batches. The GETs were also trained on Project Management skills, partnering with IPM. At the end of every program the trainees were assessed to measure their knowledge acquisition levels. This was scheduled online across October to December 2020.

APGET (Accelerated Post Graduate Engineers Training) Program

The Post Graduate Engineer Trainees , who onboarded on Aug 17,2021, were to undergo a need based program – Accelerated PGET Program (APGET) that focusses to increase their productivity by developing required skills. The prime objective was to nurture the New-Hire PGETs on behavioural, technical & functional streams and groom them as industry ready engineers through continuous learning and knowledge upgradation and to help them perform their responsibilities and role better.

The topics covered in APGET programs for the PGETs in EDRC & in Project Sites include Construction Methods, Quantity Estimation & Costing, Critical thinking & Analytical ability, Drive for Results, Communicating & Influencing, EHS, QMS, Design thinking & Project Management(in association with IPM on Project Management)

Upon the completion of the program the trainees were assessed on the aforementioned skills. This was scheduled online across December 2020 to February 2021.

HSR Induction

The Mumbai – Ahmedabad High Speed Rail C4 package opened the doors of employment with L&T Construction – Heavy Civil Infrastructure IC to several hundred candidates to bring the bullet train to India. About 250 employees of the MAHSR C4 project were inducted over 5 days who were given understanding about HCI Leadership, Systems & Processes and Project Brief. It was done in 5- batches from Feb 08, 2021 to Feb 12, 2021.

Two Day, Online-Behavioural Module -Drive for Results with participants -15 on Oct 09 & 10,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online Functional Module -Project Finance-Financial Ratios with participants -63 on Oct 08,2020 led by-IPM faculty with duration of-210 Minutes per session.

One day, Online-Behavioural Module -Business Acumen - Module 1 - CDP with participants -89 on Oct 09,2020 led by- Yashad Sharma with duration of-120 Minutes session

One day, Online Functional Module -P&M-Batching Plant Operation & Quality with participants -40 on Oct 09,2020 led by- External faculty with duration of-210 Minutes per session.

One day, Online Technical Module -Review of Tunnelling activities and methodologies with participants -33 on Oct 10,2020 led by-Russell, Rajesh, Srinivasan, Samy with duration of-120 Minutes session

Two Day, Online-Behavioural Module -Drive for Results with participants -16 on Oct 12 & 13,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

Three day, Online-Behavioural Module -Achievement Orientation with participants -21 on Oct 13 to 15,2020 led by-Jayapriya with duration of-120 Minutes each day

Six Day, Online Functional Module -EHS-IOSH Managing Safely with participants -21 on Oct 13-21, 2020 led by-Ashok Kumar prasad, Sudharsan with duration of-240 Minutes per session

Two Day, Online-Behavioural Module -Creativity and Innovation with participants -18 on Oct 14 & 15,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online Technical Module -Formwork Planning with participants -67 on Oct 13,2020 led by-Prajeesh Kumar with duration of-120 Minutes session

One day, Online-Behavioural Module -Business Etiquette and Executive Presence Sessions with participants -34 on Oct 14,2020 led by-Bronwen De Souza with duration of-120 Minutes session

One day, Online Functional Module -FAA-Working Capital Management with participants -86 on Oct 14,2020 led by-Padmanabhan with duration of-120 Minutes per session.

Two Day, Online Technical Module -PMA-Project Finance - Cost and Cashflow Statement-Module 01 with participants -11 on Oct 15,2020 led by-IPM faculty with duration of-180 Minutes per day

Two Day, Online-Behavioural Module -Stress Management with participants -10 on Oct 16 & 17,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

Two Day, Online-Behavioural Module -Time Management with participants -16 on Oct 19 & 20, 2020 led by-Baibhav Prasad with duration of-120 Minutes each day

Six Day, Online Technical Module -Tunnel Safety with participants -15 on Oct 19,2020 led by-Russell, Rajesh, Srinivasan, Samy with duration of-90 Minutes sessions (6 sessions)

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -64 on Oct 20,2020 led by-Jayapriya with duration of-120 Minutes each day

Three day, Online Functional Module -Advanced Excel with participants -15 on Oct 20 & 21,2020 led by-Arun with duration of-180 Minutes per day

Two Day, Online-Behavioural Module -Drive for Results with participants -11 on Oct 21 & 22, 2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online Technical Module -Scaffolding at site with participants -83 on Oct 20,2020 led by-KBM, Prabhakar, Prajeesh

with duration of-120 Minutes session

One day, Online Technical Module -ISD-IT Adoption Level 1 with participants -69 on Oct 21,2020 led by-Bharathi with duration of-150 Minutes session

One day, Online Technical Module -Project Planning with participants -41 on Oct 22, 2020 led by-Priyank with duration of-120 Minutes session

One day, Online Functional Module -EHS-Safety Handling in Mobile Cranes with participants -35 on Oct 23,2020 led by-Rama Hari Sahu with duration of-180 Minutes per session

One day, Online Technical Module -PMA-Mega projects-Risk Management with participants -11 on Oct 23,2020 led by-IPM faculty with duration of-180 Minutes Session

One day, Online Functional Module -EHS-Accident Investigation with participants -13 on Oct 28,2020 led by-Sudharsan with duration of-180 Minutes per session

Two Day, Online-Behavioural Module -Stress Management with participants -13 on Oct 27 & 28, 2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online Functional Module -FAA-Stores Management with participants -23 on Oct 28,2020 led by-C Vetrivel with duration of-120 Minutes per session.

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -51 on Oct 28,2020 led by-Jayapriya with duration of-60 Minutes session

One day, Online Functional Module -SCM-Global Trends & Practices in Procurement with participants -50 on Oct 29,2020 led by-Raju with duration of-120 Minutes per session.

One day, Online Technical Module -Segment Erection with participants -25 on Oct 29,2020 led by-Abhishek with duration of-120 Minutes session

Two full Day, Online Functional Module -ISO 55001 Asset Management Internal Auditor Training Sessions with participants -20 on Oct 29 &30,2020 led by-External faculty with duration of-8 hours per day

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -55 on Oct 31,2020 led by-Jayapriya with duration of-120 Minutes each day

One day, Online Technical Module -Tunnelling Grout Mix Designs with participants -24 on Oct 31,2020 led by-Russell, Srinivasan with duration of-120 Minutes session

One day, Online Technical Module -Tunnelling Grout Mix Designs with participants -24 on Oct 31,2020 led by-Russell, Srinivasan

November

One day, Online Technical Module -Project Delays and Alternate Strategies with participants -55 on Nov 06,2020 led by-IPM Faculty with duration of-150 Minutes session

Two Day, Online-Behavioural Module -Creativity and Innovation with participants -29 on Nov 02 & 03,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

Two Day, Online-Behavioural Module -Drive for Results with participants -29 on Nov 02 & 03,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

Five Day, Offline session at Tunnelling Excellence Academy, Kanchipuram Technical Module -Slurry Mix and Grout Mix with participants -5 on Nov 03 to 07,2020 led by-Russell, Srinivasan, Rajesh with duration of-8 hours per day

Three day, Online-Behavioural Module -Achievement Orientation with participants -24 on Nov 03 to 05,2020 led by-Jayapriya with duration of-120 Minutes each day

Two day, Online-Behavioural Module -Planning & Organizing Work with participants -20 on Nov 05 & 06,2020 led by-Puneeth Dorna with duration of-120 Minutes each day

One day, Online-Behavioural Module -Coaching Conversation with participants -30 on Nov 09,2020 led by-Kasi Viswanath with duration of-180 Minutes session

Two Day, Online-Behavioural Module -Drive for Results with participants -33 on Nov 09 & 10, 2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online-Behavioural Module -Advance Communication Skills with participants -27 on Nov 10,2020 led by-Anush Mohan with duration of- 120 Minutes Session

Three day, Online Leadership Module -Three batches of Mentorship Session to groom Future Leaders - Mentor with participants -39 on Nov 10,11 & 12,2020 led by-External Faculty with duration of-60 Minutes each day

One day, Online-Behavioural Module -Peak Productivity practices with participants -115 on Nov 11,2020 led by-Jayapriya with duration of-90 Minutes each session

One day, Online Functional Module -Indirect Taxation with participants -83 on Nov 12,2020 led by-Udaya baskar, Janani Saij 7& Mounika with duration of-120 Minutes per session.

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -97 on Nov 12, 2020 led by-Jayapriya with duration of-60 Minutes session

One day, Online Technical Module -PMA-Accepted Cost Estimate with participants -5 on Nov 13,2020 led by-Gopinath A with duration of-60 Minutes session

One day, Online Technical Module -EIP -Planning with participants -125 on Nov 17,2020 led by-External faculty with duration of-120 Minutes session

Two Day, Online-Behavioural Module -Effective decision making - CDP with participants -35 on Nov 18 & 19, 2020 led by-Vinutha with duration of-120 Minutes each day

One day, Online Functional Module -Digital Initiatives in HC IC with participants -50 on Nov 19,2020 led by-Divya Prasad with duration of-120 Minutes per session.

One day, Online Functional Module -EHS-Safety Handling in Mobile Cranes with participants -23 on Nov 19,2020 led by-Dhinesh J with duration of-180 Minutes per session

One day, Online Technical Module -Concrete cracks - Behaviour analogy and remedies with participants -29 on Nov 20,2020 led by-Shailesh Gupta with duration of-120 Minutes session

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -25 on Nov 20,2020 led by-Jayapriya with duration of-120 Minutes each day

Three day, Online Functional Module -Advanced Excel with participants -18 on Nov 20 & 21, 2020 led by-Arun with duration of-180 Minutes per day

One day, Online Technical Module -Job Cost Report with participants -8 on Nov 20,2020 led by-Gopinath A with duration of-60 Minutes session

One day, Online Leadership Module -EPL Refresher - Financial Intelligence with participants -16 on Nov 23,2020 led by-External Faculty with duration of-60 Minutes session

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -141 on Nov 24,2020 led by-Jayapriya with duration of-60 Minutes session

Two Day, Online-Behavioural Module -Impactful Communication - CDP with participants -22 on Nov 24 & 25,2020 led by-Vinutha with duration of-120 Minutes each day

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -60 on Nov 25,2020 led by-Jayapriya with duration of-60 Minutes session

Two Day, Online-Behavioural Module -Drive for Results with participants -45 on Nov 25 & 26,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -49 on Nov 26,2020 led by-Jayapriya with duration of-60 Minutes session

One day, Online Leadership Module -EPL Refresher - Strategic

Planning and Execution with participants -11 on Nov 27,2020 led by-External faculty with duration of-60 Minutes session

Two Day, Online-Behavioural Module -Drive for Results with participants -24 on Nov 27 & 28,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

December

One day, Online-Behavioural Module - 3 Batches of Peak Productivity practices with participants -274 on Dec 01,04, 15th,2020 led by-Jayapriya with duration of-90 Minutes each prog

One day, Online-Behavioural Module -Mindfulness with participants -15 on Dec 02,2020 led by-Puneeth Dorna with duration of-120 Minutes each day

Two Day, Online-Behavioural Module -Change Management with participants -25 on Dec 02 & 03,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online Functional Module -FAA-Stores Management with participants -18 on Dec 03,2020 led by-Velmurugan with duration of-120 Minutes per prog.

One day, Online Leadership Module -EPL Refresher - Problem solving and Decision Making with participants -17 on Dec 04, 2020 led by-External faculty with duration of-60 Minutes prog

One day, Online Functional Module -Marine Safety with participants -18 on Dec 04,2020 led by-External faculty with duration of-120 Minutes per prog.

One day, Online Technical Module -Grouting Techniques and Materials used in Tunnelling with participants -18 on Dec 05,2020 led by-Russel, Srinivasan with duration of-120 Minutes session

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -95 on Dec 07,2020 led by-Jayapriya with duration of-60 Minutes session

One day, Online-Behavioural Module -Time Management with participants -37 on Dec 07,2020 led by-Baibhav Prasad with duration of-120 Minutes session

Ten day, Online Technical Module -Primavera P6 with participants -20 on Dec 07 to 19,2020 led by-External faculty with duration of-180 Minutes per day

Two Day, Online-Behavioural Module -Networking skills with participants -31 on Dec 09 & 10,2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -76 on Dec 10,2020 led by-Jayapriya with duration of-60 Minutes session

One day, Online Leadership Module -EPL Module 3 - Financial Intelligence, Transforming your global supply chain into a competitive weapon, Business Simulation, Unlocking Inspiration, Resolving workplace client and policy dispute with participants -20 on Dec 11,14,18,21,28, 2020 led by-External faculty with

One day, Online Functional Module -EHS-Behaviour Based Safety with participants -47 on Nov 28,2020 led by-Arulsevan G with duration of-240 Minutes per session

One day, Online Leadership Module -EPL Refresher - Business simulation with participants -11 on Nov 30,2020 led by-External Faculty with duration of-60 Minutes session

duration of-60 Minutes prog

One day, Online-Behavioural Module -Positive Workplace Conduct -Gender sensitization with participants -114 on Dec 14,2020 led by-Jayapriya with duration of-60 Minutes session

Two Day, Online-Behavioural Module -Customer Centricity with participants -21 on Dec 14 & 15, 2020 led by-Baibhav Prasad with duration of-120 Minutes each day

Four Day, Online Functional Module -EHS-Safety in P&M with participants -50 on Dec 16-19,2020 led by-Sudharsan with duration of-240 Minutes per prog

One day, Online Functional Module -P&M Productivity with participants -38 on Dec 16,2020 led by-Rupam Kohli with duration of-120 Minutes per prog.

Two Day, Online Leadership Module -Customer Partnership - CDP with participants -13 on Dec 17 & 18,2020 led by-External faculty with duration of-120 Minutes each day

Three day, Online-Behavioural Module -Business Writing with participants -24 on Dec 17 to 19,2020 led by-Vinutha with duration of-180 Minutes Each day

Six Day, Online Functional Module -EHS-IOSH Managing Safely with participants -17 on Dec 17-23, 2020 led by-Ashok Prasad with duration of-240 Minutes per prog

One day, Online-Behavioural Module -Business Acumen - Module 2 - CDP with participants -36 on Dec 19,2020 led by-Amit Agarwal with duration of-60 Minutes session

One day, Online Technical Module -PMA-Project MIS with participants -8 on Dec 19,2020 led by-Gopinath A with duration of-120 Minutes session

One day, Online Technical Module -Shotcreting & Rock Support Systems with participants -17 on Dec 19,2020 led by-Russell Robert Brown with duration of-120 Minutes session

Two Day, Online-Behavioural Module -Time Management with participants -18 on Dec 21 & 22, 2020 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online Technical Module -Slurry Treatment Process, Applications & Drilling Mud Mix Designs with participants -27 on Dec 26,2020 led by-Srinivasan Rajeshwar Rao with duration of-120 Minutes session

One day, Online Technical Module -Batching Plant Maintenance with participants -50 on Dec 30,2020 led by-External faculty with duration of-180 Minutes session

January

One day, Online-Behavioural Module -2 batches of Peak Productivity practices with participants -185 on Jan 06 & 08,2020 led by-Jayapriya with duration of-90 Minutes each prog

Two Day, Online-Behavioural Module -Creativity and Innovation with participants -31 on Jan 06 & 07,2021 led by-Baibhav Prasad with duration of-120 Minutes each day

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -59 on Jan 07,2021 led by-Jayapriya with duration of-120 Minutes each day

One day, Online Technical Module -Project Delays and Management of EOT Claims with participants -40 on Jan 07,2021 led by-External faculty with duration of-180 Minutes Session

One day, Online Technical Module -Primavera P6 EPPM with participants -38 on Jan 09,2021 led by-External faculty with duration of-120 Minutes session

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -16 on Jan 18,2021 led by-Jayapriya with duration of-120 Minutes each day

Two Day, Online-Behavioural Module -Resilience Leadership with participants -14 on Jan 18 & 19,2021 led by-Baibhav Prasad with duration of-120 Minutes each day

Two Day, Online-Behavioural Module -Crisis Leadership with participants -15 on Jan 20 & 21, 2021 led by-Baibhav Prasad with duration of-120 Minutes each day

February

Six day, Online Technical Module -IOSH Managing Safely-Batch 04 with participants -16 on Jan 28 to Feb 03,2021 led by-Ashok and Sudharsan with duration of-240 Minutes per day

One day, Online-Behavioural Module -3 batches of Performance 1o1 with participants -563 on Feb 09,16,18 & 23,2021 led by-Jayapriya with duration of-60 Minutes

One day, Online-Behavioural Module -Crucial Conversation with participants -8 on Feb 18 & 19,2021 led by-External with duration of-120 Minutes session

One day, Online Technical Module -TEA-Webinar-General Information Bulletin with participants -26 on Feb 20,2021 led by-Russel, Srinivasan, Rajesh and Samy with duration of-182 Minutes session

One day, Online-Behavioural Module -Executive Presence with participants -70 on Feb 20,2021 led by-Vinutha with duration of-60 Minutes

One day, Online-Behavioural Module -Performance 1o1 with

Two Day, Online-Behavioural Module -Effective decision making - CDP with participants -27 on Jan 21 & 22, 2021 led by-Vinutha with duration of-120 Minutes each day

One day, Online Functional Module -EHS-Behaviour Based Safety with participants -29 on Jan 21, 2021 led by-Arul selvan with duration of-240 Minutes per prog

One day, Online-Behavioural Module -Inner Calmness for Outer Challenges with participants -29 on Jan 21,2021 led by-Jayapriya with duration of-120 Minutes each day

One day, Online Leadership Module -Social & Emotional Intelligence with participants -14 on Jan 21,2021 led by-Vishal Shankar with duration of-60 Minutes prog

One day, Online Functional Module -EHS-Safety in P&M with participants -26 on Jan 27- 30,2021 led by-Sudharsan with duration of-240 Minutes per prog

Three day, Online Technical Module -Train The Trainer with participants -15 on Jan 28 to 30,2021 led by-External faculty with duration of-180 Minutes per day

Two Day, Online-Behavioural Module -Impactful Communication with participants -53 on Jan 29 & 30, 2021 led by-Vinutha with duration of-120 Minutes each day

One day, Online-Behavioural Module -Performance Management and Feedback Discussion with participants -20 on Jan 30,2021 led by-External faculty with duration of-120 Minutes each day

participants -254 on Feb 23,2021 led by-Jayapriya with duration of-60 Minutes

One day, Online Technical Module -Managing Emergency Situation with participants -38 on Feb 24,2021 led by-Sudharsan with duration of-120 Minutes session

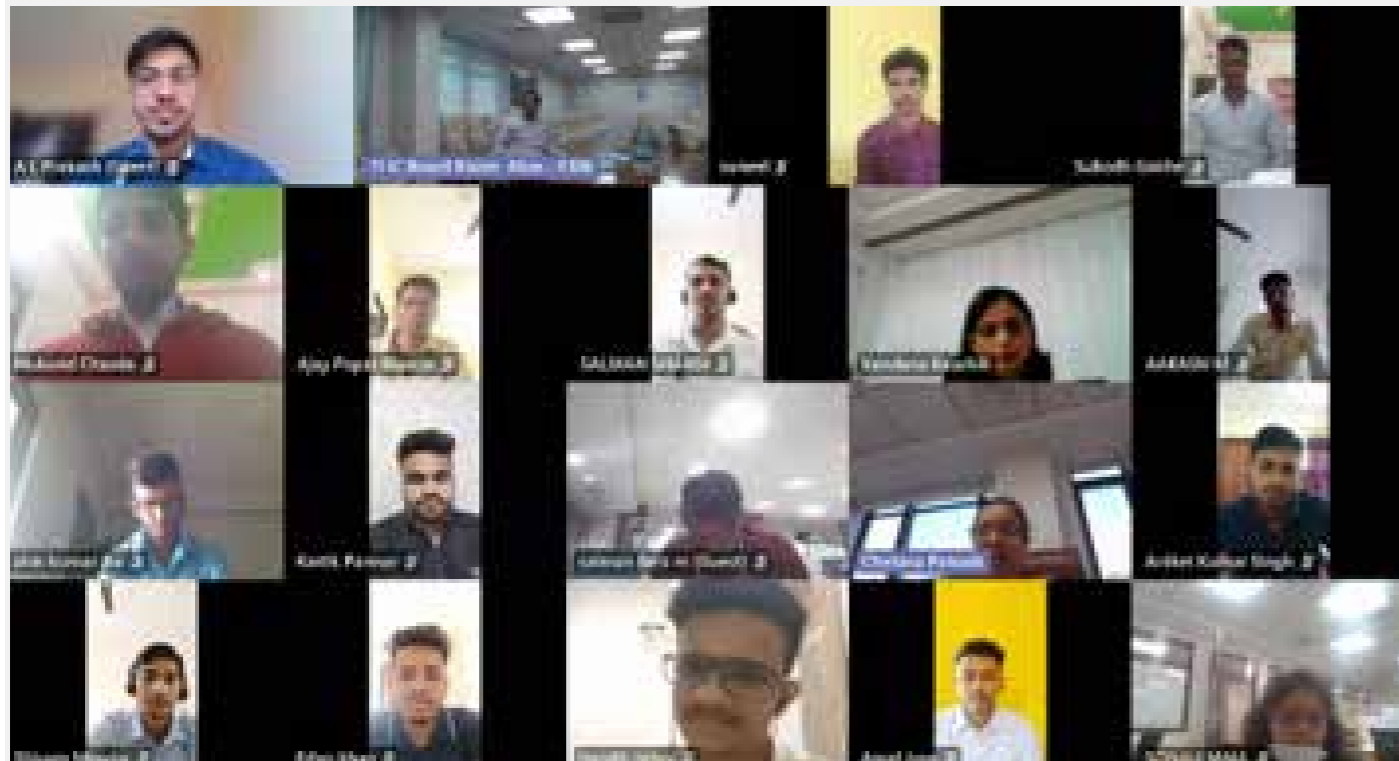
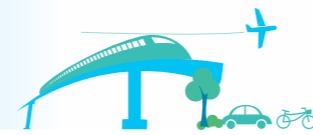
Two Day, Online Technical Module -Quality-ISO 9001:2015 with participants -24 on Feb 25 & 26, 2021 led by-Vignesh and Poongothai with duration of-8 hours per day

One day, Online Technical Module -Safety in P&M with participants -55 on Feb 26,2021 led by-Rama Hari Sahu with duration of-180 Minutes session

One day, Online-Behavioural Module -Personal Finance with participants -65 on Feb 26,2021 led by-Vinutha with duration of-60 Minutes

One day, Online-Behavioural Module -Business Writing with participants -30 on Feb 27, 2021 led by-Vinutha with duration of-120 Minutes session

Transportation Infrastructure IC

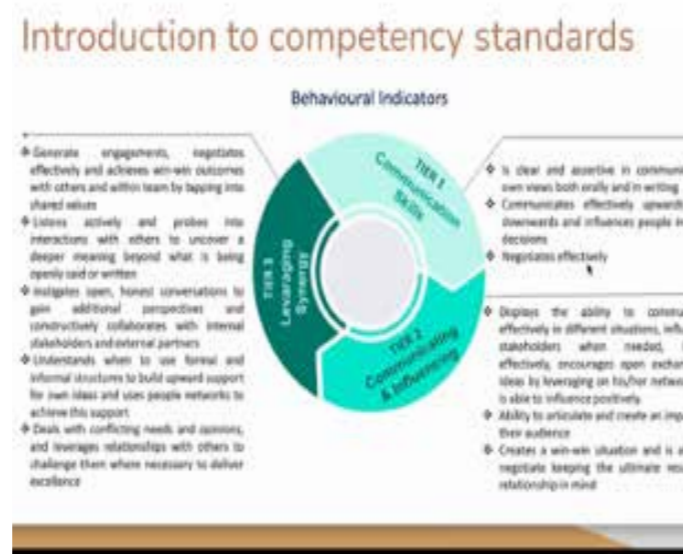


Training Programme on DET Orientation and Campus to Corporate on 23 – 28 November, 2020 on MS TeaParticipants: 23

Training Programme on Planning Engineers' Development on December 16 - 19, 2020 & January 21-23, 2021 on MS TeaParticipants: 48



Training Programme on GET/PGET Technical Module on 9 – 21 January, 2021 on MS TeaParticipants: 54



Training Programme on Nurturing Potential Leaders - Roundtable on 23rd December, 2020 on MS TeaParticipants: 22

- Wear proper protective eye-wear.
- Wear proper protective shoes or boots.
- Wear hard hat in required areas.
- Use appropriate safety equipment when dealing with caustic materials.
- Wear ear protection.



Training Programme on Komatsu Grader Front Axle on 25th February, 2021 on MS TeaParticipants: 75

October

Concrete Mix Design from 22 - October - 2020 to 22 - October - 2020 on MS Teams; Participants: 24

Critical Thinking from 13 - 14th October, 2020 on MS Teams; Participants: 29

Decision Making on 27th October, 2020 on MS Teams; Participants: 13

Finance for Non - Finance from 7 - 9th October, 2020 on MS Teams; Participants: 43

GET/PGET Technical Module II from 19 - 21st October, 2020 on MS Teams; Participants: 55

Maintenance Training Program - BSF M36 - 4 Old Gen from 23 - October - 2020 to 23rd October, 2020 on MS Teams; Participants: 104

MS Powerpoint on 14th October, 2020 on MS Teams; Participants: 30

Pile Foundations on 30th October, 2020 on MS Teams; Participants: 27

Powerful Effects of Body Language & Tone on 14th October, 2020 on MS Teams; Participants: 25

PQC Texturing on 2nd October, 2020 on MS Teams; Participants: 39

Quality Control in Road works on 8th October, 2020 on MS Teams; Participants: 16

Swasthya on 9th October, 2020 on MS Teams; Participants: 15

November

Advanced course on Traction Sub Station and Switching Stations on 3rd November, 2020 on MS Teams; Participants: 38

Advanced Excel on 10th November, 2020 on MS Teams; Participants: 26

ECC News, October 2020 - March 2021

Asphalt works on 11th November, 2020 on MS Teams; Participants: 8

Campus to Corporate on 25 - 28th November, 2020 on MS Teams; Participants: 22

Conflict Management on 20th November, 2020 on MS Teams; Participants: 13

Critical Thinking on 27 - 30th November, 2020 on MS Teams; Participants: 27

Earthwork, GSB and WMM construction works on 10th November, 2020 on MS Teams; Participants: 22

English Communication on 21st November, 2020 on MS Teams; Participants: 36

Finance for Non-Finance on 23 - 25th November, 2020 on MS Teams; Participants: 28

Highway Finishing works on 12th November, 2020 on MS Teams; Participants: 20

Lean Six Sigma on 7th November, 2020 on MS Teams; Participants: 46

OHE "2.2 KV & 25 KV Energisation and Safety" on 12th November 2020 on MS Teams; Participants: 32

Pile Foundations on 24th November, 2020 on MS Teams; Participants: 22

PQC, DLC & CTB Construction on 13th November, 2020 on MS Teams; Participants: 43

Presentation Skills on 11th November, 2020 on MS Teams; Participants: 38

RE Wall on 9th November, 2020 on MS Teams; Participants: 23

RE wall construction work on 11th November, 2020 on MS Teams; Participants: 14

Silo Safety by M/S COBEN on 28th November, 2020 on MS Teams; Participants: 64

Structure Construction work on 12th November, 2020 on MS Teams; Participants: 31

Swasthya on 20th November, 2020 on MS Teams; Participants: 25

Trainee Orientation on 23 - 24th November, 2020 on MS Teams; Participants: 22

December

7 QC Tools on 7th December, 2020 on MS Teams; Participants: 26

Advanced Course on Comparison of Traction Systems - 25 KV & 2x25KV (OHE II) on 11th December, 2020 on MS Teams; Participants: 16

Advanced Course on Isolators, Jumpers, Auxiliary Transformers & Neutral Section (OHE I) on 4th December, 2020 on MS Teams; Participants: 23

Asphalt Production on 10th December, 2020 on MS Teams; Participants: 78

Awareness Session on Diesel Dispensing System by M/S MOBA on 1st December, 2020 on MS Teams; Participants: 94

Building Impactful Relationships with Stakeholders on 10th December, 2020 on MS Teams; Participants: 11

Chilling Plants on 16th December, 2020 on MS Teams; Participants: 48

EIP 4.0 - Project Management module on 23rd December, 2020 on MS Teams; Participants: 48

Formwork Competency Building Programme on 22nd December, 2020 on MS Teams; Participants: 29

GET/PGET Technical Module III on 28th December, 2020 on MS Teams; Participants: 57

Hazard Identification & Risk Assessment on 23rd December, 2020 on MS Teams; Participants: 16

Influencing Skills on 7th December, 2020 on MS Teams; Participants: 17

MS Powerpoint on 12th December, 2020 on MS Teams; Participants: 44

NPL - Round Table 1 on 23rd December, 2020 on MS Teams; Participants: 20

Planning Engineers' Development Programme on 16th December, 2020 on MS Teams; Participants: 24

Prestressing Techniques on 22nd December, 2020 on MS Teams; Participants: 26

Resourcefulness & Problem Solving on 16th December, 2020 on MS Teams; Participants: 24

Safety Culture Transformation through Leadership Role on 5th December, 2020 on MS Teams; Participants: 12

January

Advanced Excel on 9th January, 2021 on MS Teams; Participants: 18

Advanced MS Teams on 28th January, 2021 on MS Teams; Participants: 85

Communicating effectively through PowerPoint on 21st January, 2021 on MS Teams; Participants: 37

Etiquettes in Virtual Communication on 23rd January, 2021 on MS Teams; Participants: 28

Etiquettes in Virtual Communication on 22nd January, 2021 on MS Teams; Participants: 26

GET/PGET Technical Module IV on 19 - 21st January, 2021 on MS Teams; Participants: 54

Lifting Solutions on 18 - 19th January, 2021 on MS Teams; Participants: 74

NPL - Group Coaching 1 on 6th January, 2021 on MS Teams; Participants: 6

NPL - Group Coaching 1 on 12th January, 2021 on MS Teams; Participants: 8

NPL - Group Coaching 1 on 15th January, 2021 on MS Teams; Participants: 7

NPL - Individual Coaching 1 on 21st January, 2021 on MS Teams; Participants: 3

NPL - Individual Coaching 1 on 29th January, 2021 on MS Teams; Participants: 2

NPL - Individual Coaching 1 on 28th January, 2021 on MS Teams; Participants: 3

NPL - Individual Coaching 1 on 23rd January, 2021 on MS Teams; Participants: 2

NPL - Individual Coaching 1 on 22nd January, 2021 on MS Teams; Participants: 1

NPL - Individual Coaching 1 on 19th January, 2021 on MS Teams; Participants: 3

NPL - Individual Coaching 1 on 20th January, 2021 on MS Teams; Participants: 4

NPL - Individual Coaching 1 on 27th January, 2021 on MS Teams; Participants: 2

Personal Effectiveness on 29th January, 2021 on MS Teams; Participants: 16

Planning Engineers' Development Programme on 21st January, 2021 on MS Teams; Participants: 24

Powerful Effects of Body Language & Tone on 7th January, 2021 on MS Teams; Participants: 31

Swagatam on 23rd January, 2021 on MS Teams; Participants: 34

February

Crucial Conversations on 27th February, 2021 on MS Teams; Participants: 24

Essential Elements of EHS Professionalism on 5th February, 2021 on MS Teams; Participants: 73

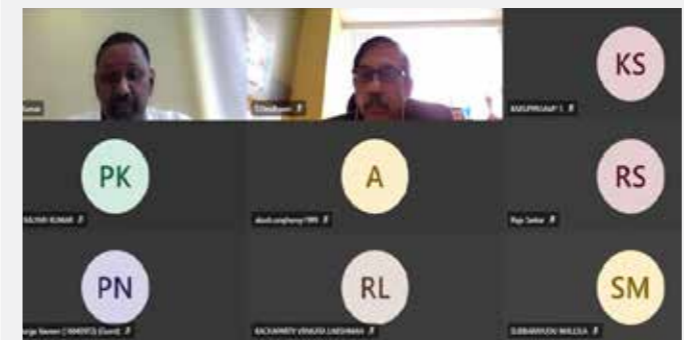
Komatsu Grader Front Axle on 25th February, 2021 on MS Teams; Participants: 75

NPL - Round Table 2 on 17th February, 2021 on MS Teams; Participants: 20

Water & Effluent Treatment IC



Participants of "Infectious Disease Prevention and Control" held at HQ Chennai on October 16, 2020.



DET Orientation Programme held at HQ Chennai during December 23 - 24, 2020 seen with S. Giridharan.



Participants of "Electromechanical Works and Pipeline Commissioning (Module 2)" held at Ahmedabad on November 02, 2020.



Participants of "Teamwork & Cohesiveness" held at Bangalore on February 13, 2021.

October

Quality Management System at Delhi: October 3, 2020. Participants: 22; Faculty (Int.): M/s. P. K. Sharma.

Welding Certification Course at HQ Chennai: October 5 & 6, 2020. Participants: 16; Faculty (Ext.): Dr. M. V. Venkatesan.

INTEGRATED INTERNAL AUDITOR COURSE ON ISO 14001:2015 & ISO 45001:2018 at HQ Chennai: October 5 - 8, 2020. Participants: 18; Faculty (Ext.): Prasenjit Majumder.

Construction Management at Bhubaneswar: October 5, 2020. Participants: 71; Faculty (Int.): M/s. N. Subramanian, V. Devarajan, R. Thilagaraj, Sunil Kumar Maharana.

PGET Technical Orientation Program at HQ Chennai: October 5 - 10, 2020. Participants: 43; Faculty (Int.): M/s. Yadav Mayuri Mansing, B. Sriganth, P J Sathish Kumar, Maitreye Breme, Harsha H K, Debidutta Mishra, Karthick N, Akash Kumar, Vijaya Kumar Viswanathan, Boopathi, M Balasubramani, Pradeep V, Ramanathan R, Prasanna Venkatesh R, Akash Subudhi, Maanas Mohan, Shrikant Keole, Sakthi Chitra, Davidraja Arulsamy, S Ramasubramanian, Venkatesh A, Sriram V, Vasu K, Sreenath

Daruri, K Santhoshi Manasa, Subrata Bhattacharya, Basavaraj, C V Mahadev, Pratik Patel, Hemant Jaiswal, Saravana Kumar, Rajesh Paul, Karunakaran Vijayakumar, Shyam Sankar, Raji VS, Arun Venkadesh K, C S Madan, Dr. Rajesh Kumar, M Suresh, K Rajeevan.

Project Management at Delhi: October 9, 2020. Participants: 28; Faculty (Ext.): Prof. K. P. Reghunath from L&T IPM, Chennai.

Managerial Excellence at Delhi: October 12 - 13, 2020. Participants: 15; Faculty (Ext.): G. D. Sharma.

PGET Technical Orientation Program (Civil) at HQ Chennai: October 12 - 14, 2020. Participants: 19; Faculty (Int.): M/s. Pradeep V, P J Sathish Kumar, Umesh Pareek, Sathish E, Harsha H K, Mathimaran A.

PGET Technical Orientation Program (Mech) at HQ Chennai: October 12 - 13, 2020. Participants: 14; Faculty (Int.): M/s. Vivek Raj, Boopathi, Saranya, Hemanth Jaiswal, Vipin Kumar, Akash Subudhi, Maanas Mohan.

IMS Awareness Training (Batch 1) at HQ Chennai: October 14, 2020. Participants: 11; Faculty (Int.): Kulkarni Chandrashekhar Keshav.

Process Safety Concepts and Instrumentation & Control Process at HQ Chennai: October 15, 2020. Participants: 69; Faculty (Int.): M/s. Syed Ibrahim Mohamed Abdulla, Manoj Kumar Bisht.

Safe Execution Engineer Level- VI (Module 1) at Bhopal: October 15, 2020. Participants: 32; Faculty (Int.): Mathivanan P.

Health & Hygiene at HQ Chennai: October 16, 2020. Participants: 25; Faculty (Int.): E. Kumaresan.

First Aid at Bangalore: October 16 & 17, 2020. Participants: 24; Faculty (Ext.): Monish Mohan.

Infectious Disease Prevention and Control at HQ Chennai: October 16, 2020. Participants: 164; Faculty (Int.): ETTY SIVASUDHAN.

BIM Training - Water International (Module 1) at HQ Chennai: October 16, 2020. Participants: 14; Faculty (Int.): Madan C S.

Safe Execution Engineer Level- VI (Module 2) at Bhopal: October 16, 2020. Participants: 32; Faculty (Int.): Mathivanan P.

Working in Remote Teams at HQ Chennai: October 16, 2020. Participants: 33; Faculty (Ext.): Balaji K.

Control & Instrumentation at HQ Chennai: October 17, 2020. Participants: 22; Faculty (Int.): Subrata Bhattacharyahav.

Mastering the Art of Virtual Meetings at HQ Chennai: October 17, 2020. Participants: 20; Faculty (Ext.): Sharmila Gautama.

Safe Execution Engineer Level- VI (Module 3) at Bhopal: October 17, 2020. Participants: 31; Faculty (Int.): Mathivanan P.

IMS Awareness Training (Batch 2) at HQ Chennai: October 19, 2020. Participants: 20; Faculty (Int.): Kulkarni Chandrashekhar Keshav.

Waste Management & Housekeeping at HQ Chennai: October 20, 2020. Participants: 63; Faculty (Int.): M/s. Venugopal, Ghaywat Pramod.

Effective Communication Skills at Hyderabad: October 21, 2020.

November

Electromechanical Works and Pipeline Commissioning – Module 2 at Ahmedabad: November 02, 2020. Participants: 36; Faculty (Int.): Vikas Kumar Karmakar.

REVIT & Navisworks for Water International at HQ Chennai: November 02 - 04, 2020. Participants: 12; Faculty (Int.): Madan C S.

TQM - Knowledge Sharing Session at HQ Chennai: November 02, 2020. Participants: 40; Faculty (Ext.): Gopalakrishnappa

EMEX (Module 1) at HQ Chennai: November 03 - 05, 2020.

Participants: 23; Faculty (Ext.): Jaya Lakshmi Coppisetty.

O&M Training at Ahmedabad: October 23, 2020. Participants: 23; Faculty (Int.): M/s. Karunakaran Vijayakumar, Muruganbabu, V. Nagarajan, Naveen Francis, Manoj Kumar Bisht.

Understanding of Field Productivity at Jaipur: October 23, 2020. Participants: 43; Faculty (Int.): Sunil Kumar from L&T IPM, Chennai.

Mastering the Art of Virtual Meetings at Delhi: October 23, 2020. Participants: 33; Faculty (Ext.): Sharmila Gautama.

Safe Execution Engineer Level- VI (Module 1) at Jaipur: October 26, 2020. Participants: 55; Faculty (Int.): M/s. Mandeep Walia, Reddi Rakesh, Sachin Sharma.

Safe Execution Engineer Level- VI (Module 2) at Jaipur: October 27, 2020. Participants: 55; Faculty (Int.): M/s. Yedida Ajit Kumar, Monuj Saikia.

Safe Execution Engineer Level- VI (Module 3) at Jaipur: October 28, 2020. Participants: 55; Faculty (Int.): M/s. Yedida Ajit Kumar, Davuluri Srilekha, Rodrigues Anderson.

Risk Management at HQ Chennai: October 28, 2020. Participants: 40; Faculty (Int.): R. Thilagaraj.

Quality Management System at Bangalore: October 29, 2020. Participants: 33; Faculty (Int.): Narasimharamesh Y.

REVIT Training (Batch 1) at HQ Chennai: October 29 – November 7, 2020. Participants: 22; Faculty (Int.): Karunakaran M.

Safe Execution Engineer Level- VI (Module 1) at Indore: October 29, 2020. Participants: 33; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Rajaguru P.

Safe Execution Engineer Level- VI (Module 2) at Indore: October 30, 2020. Participants: 33; Faculty (Int.): M/s. Sanjay Singh, Rajaguru P.

Safe Execution Engineer Level- VI (Module 3) at Indore: October 31, 2020. Participants: 33; Faculty (Int.): M/s. Manoj Kumar Mohapatra, Rajaguru P, Sanjay Singh.

Participants: 26; Faculty (Ext.): M/s. Dr. Kali Rajan, Rajeev Sharma, Sriram Iyer, Meenakshi from L&T IPM, Chennai.

Manufacturing UPVC & Testing requirements at HQ Chennai: November 03, 2020. Participants: 106; Faculty (Ext.): M/s. Dr. Kali Rajan, Rajeev Sharma, Sriram Iyer, Meenakshi from L&T IPM, Chennai.

Communicating & Influencing at Pune: November 03, 2020. Participants: 27; Faculty (Ext.): Indraneel Ganguly.

Quality Management System at HQ Chennai: November 04, 2020.

Participants: 201; Faculty (Int.): R Thilagaraj

Risk Management at HQ Chennai: November 05, 2020.

Participants: 140; Faculty (Ext.): Mahendran.

HDPE EF Fittings at HQ Chennai: November 06, 2020. Participants: 123; Faculty (Ext.): M/s. Ketan Shah, Vivek Marathe, Ganesh Kotavadekar, Nityanand Gadekar, Amol Shinde.

Welding Process at Bangalore: November 07, 2020. Participants: 37; Faculty (Int.): Gowthaman S.

Installation and Pre commissioning checks of Transformers and Panels at HQ Chennai: November 07, 2020. Participants: 108; Faculty (Ext.): Babu

FM Series (Module 1& 2) at HQ Chennai: November 09, 2020. Participants: 48; Faculty (Int.): M/s. Kalyan Gogineni, Abhishek Mukerjee.

Safe Execution Engineer Level- VI (Module-1) at Jaipur: November 9, 2020. Participants: 61; Faculty (Int.): M/s. Mandeep Walia, Reddi Rakesh, Sachin Sharma.

Business Excellence Models at HQ Chennai: November 09, 2020. Participants: 69; Faculty (Int.): Dr. Rajiv Sinha.

Cost Management at Pune: November 09 & 10, 2020. Participants: 22; Faculty (Int.): Dr. Hiren Maniar.

Business Excellence Models at HQ Chennai: November 09, 2020. Participants: 69; Faculty (Int.): Dr. Rajiv Sinha.

Navisworks (Batch 1) at HQ Chennai: November 10, 2020. Participants: 23; Faculty (Int.): Prasanth Rajasekaran.

FM Series (Module 3&4) at HQ Chennai: November 10, 2020. Participants: 47; Faculty (Int.): M/s. Abhishek Mukerjee, Nikunj Damani.

Safe Execution Engineer Level- VI (Module-2) at Jaipur: November 10, 2020. Participants: 61; Faculty (Int.): M/s. Yedida Ajit Kumar, Monuj Saikia.

Operation & Maintenance at HQ Chennai: November 10, 2020. Participants: 122; Faculty (Int.): Vijayakumar Karunakaran.

Navisworks (Batch 2) at HQ Chennai: November 11, 2020. Participants: 21; Faculty (Int.): Prasanth Rajasekaran.

FM Series (Module 5&6) at HQ Chennai: November 11, 2020. Participants: 50; Faculty (Int.): V S R Pratap.

Safe Execution Engineer Level- VI (Module-3) at Jaipur: November 11, 2020. Participants: 61; Faculty (Int.): M/s. Yedida Ajit Kumar, Davuluri Srilekha, Rodrigues Anderson.

ECC News, October 2020 - March 2021

Digital Transformation at HQ Chennai: November 11, 2020. Participants: 106; Faculty (Int.): Sathish Kumar Chakrapani.

Navisworks (Batch 3) at HQ Chennai: November 12, 2020. Participants: 28; Faculty (Int.): Prasanth Rajasekaran.

GST & Contracts & Construction Business at HQ Chennai: November 12, 2020. Participants: 50; Faculty (Int.): M/s. S Kumar, Suraj Ramachandran.

Six Sigma & Lean Management at HQ Chennai: November 12, 2020. Participants: 67; Faculty (Ext.): Hemanth Kumar.

Process Technology on WTP & STP at HQ Chennai: November 16, 2020. Participants: 154; Faculty (Int.): Mohamed Ahmed Salah.

Mixing, Placing & compaction of concrete and Repairs & Preventive Measures at HQ Chennai: November 17, 2020. Participants: 139; Faculty (Ext.): L S Kannan.

Storage & Preservation at HQ Chennai: November 18, 2020. Participants: 131; Faculty (Int.): M/s. P Sivasankaran, K Balamurali.

Welding Processes & Techniques at HQ Chennai: November 19, 2020. Participants: 137; Faculty (Int.): N Nirapandian.

Mastering the Art of Virtual Meetings at Jaipur: November 19, 2020. Participants: 37; Faculty (Ext.): Sharmila Gautama.

Leadership & Motivation at Hyderabad: November 19, 2020. Participants: 23; Faculty (Ext.): Arvind Chandhoke.

VT / HSC Pumps at HQ Chennai: November 20, 2020. Participants: 96; Faculty (Ext.): Jaims Philip.

IMS Standards & HAZOP Study at HQ Chennai: November 20, 2020. Participants: 64; Faculty (Int.): M/s. Syed Ibrahim Mohamed Abdulla, S. Dinesh.

NICMAR/PGET Orientation Programme at HQ Chennai: November 20 - 21, 2020. Participants: 57; Faculty (Int.): M/s. G Nitin, K Krishna Kumar, J Venkatesh, S S Balaji, Harikrishnan Bheeman, Murali Mohan Murthy A, Nikesh Parsan Zachariah, Mithilesh Kumar, Ramesh Kumar Lukalapu, Remya P, G Muralidharan, Vinod Agrawal, K Rajeevan, Vijaya Kumar Viswanathan, Prasanna Venkatesh Rajagopalan, Akash Subudhi, Chandrasekhararao B, Sudhir Kumar Mishra, Sreenath Daruri, C V Mahadev, Pratik Patel, P Ganesh Kumar, Ram Nandan N, Muthukrishnan G, K S Sudheesh Kumar, R Thilagaraj, S Viswanathan.

Basic Quality Requirements of Installation & Site Testing of Electrical Equipment's at HQ Chennai: November 21, 2020. Participants: 84; Faculty (Ext.): Jaims Philip.

NDT Methods at HQ Chennai: November 23, 2020. Participants: 79; Faculty (Ext.): Sathya Srinivasan.

Safe Execution Engineer Level- VI (Module-1) at Indore: November 23, 2020. Participants: 39; Faculty (Int.): M/s. P Rajaguru, Manoj Kumar Mohapatra.

Safe Execution Engineer Level- VI (Module-1) at Bhubaneswar: November 23, 2020. Participants: 34; Faculty (Int.): M/s. Manas Ranjan Senapati, Chandra Mouli Gatta, Choudhury Nirmal Prasad Behera, Sunil Kumar Maharana.

Safe Execution Engineer Level- VI (Module-1) at Hyderabad: November 24, 2020. Participants: 26; Faculty (Int.): Venugopal Sunkara.

Safe Execution Engineer Level- VI (Module-2) at Indore: November 24, 2020. Participants: 39; Faculty (Int.): M/s. P Rajaguru, Manoj Kumar Mohapatra.

Safe Execution Engineer Level- VI (Module-1) at Kolkata: November 24, 2020. Participants: 33; Faculty (Int.): M/s. Devashish Sinha, Abhijit Rout, Bapi Barik.

Safe Execution Engineer Level- VI (Module-2) at Bhubaneswar: November 24, 2020. Participants: 34; Faculty (Int.): M/s. Manas Ranjan Senapati, Chandra Mouli Gatta, Choudhury Nirmal Prasad Behera, Sunil Kumar Maharana.

Safe Execution Engineer Level- VI (Module-2) at Hyderabad: November 25, 2020. Participants: 26; Faculty (Int.): Venugopal Sunkara.

Safe Execution Engineer Level- VI (Module-3) at Indore: November 25, 2020. Participants: 39; Faculty (Int.): M/s. Sanjay Singh, P Rajaguru.

Safe Execution Engineer Level- VI (Module-2) at Kolkata: November 25, 2020. Participants: 33; Faculty (Int.): M/s. Souvik Raha, Maddi Bharath Chandra.

Safe Execution Engineer Level- VI (Module-3) at Bhubaneswar:

December

First Aid at Chennai: December 1 - 2, 2020. Participants: 19; Faculty (Ext.): Monish Mohan

REVIT Training (Batch 2) at HQ Chennai: December 7 – 16, 2020. Participants: 21; Faculty (Int.): Karunakaran M.

Safe Execution Engineer Training for Water International at HQ Chennai: December 8 - 10, 2020. Participants: 21; Faculty (Int.): M/s. Suraj Kumar Pandey, K V Muhammed Rushaid, Robin V John Fernandes.

November 25, 2020. Participants: 34; Faculty (Int.): M/s. Manas Ranjan Senapati, Chandra Mouli Gatta, Choudhury Nirmal Prasad Behera, Sunil Kumar Maharana.

Safe Execution Engineer Level- VI (Module-3) at Hyderabad: November 26, 2020. Participants: 25; Faculty (Int.): Venugopal Sunkara.

Safe Execution Engineer Level- VI (Module-3) at Kolkata: November 26, 2020. Participants: 33; Faculty (Int.): M/s. Tirhraj Gupta, Sabari Bhaumik, Ashwin Thangaraj.

COVID-19 Guidelines & Precautions at HQ Chennai: November 26, 2020. Participants: 63; Faculty (Int.): Arpit Khanna.

Safe Execution Engineer Level- VI (Module-1) at Delhi: November 26, 2020. Participants: 24; Faculty (Int.): Arpit Khanna.

Safe Execution Engineer Level- VI (Module-1) at Bangalore: November 26, 2020. Participants: 48; Faculty (Int.): M/s. Ajith Unnichanparambil Vijayan, Rethish B.I.

Safe Execution Engineer Level- VI (Module-2) at Delhi: November 27, 2020. Participants: 24; Faculty (Int.): Ameer Faisal.

Safe Execution Engineer Level- VI (Module-2) at Bangalore: November 27, 2020. Participants: 48; Faculty (Int.): M/s. Shaik Hamidulla, Anandan B.

Safe Execution Engineer Level- VI (Module-3) at Delhi: November 28, 2020. Participants: 24; Faculty (Int.): M V Abijith.

Safe Execution Engineer Level- VI (Module-3) at Bangalore: November 28, 2020. Participants: 48; Faculty (Int.): M/s. Shaik Hamidulla, Dinesh S, Das Sanjay Nimay.

Engineering Quality & Formwork at HQ Chennai: November 28, 2020. Participants: 74; Faculty (Int.): M/s. Simeshwaran Pillai, N Subramanian.

Preparing Effective Presentations at HQ Chennai: November 28, 2020. Participants: 14; Faculty (Ext.): Yogesh.

EMEX (Module 2) at HQ Chennai: December 09 - 11, 2020. Participants: 24; Faculty (Ext.): M/s. Dr. Kali Rajan, Prof. VTCS Rao, Prof. Sunil Kumar, Prof. Umesh Metar from L&T IPM, Chennai.

Safe Execution Engineer Level- VI (Module-1) at Delhi: December 9, 2020. Participants: 30; Faculty (Int.): Arpit Khanna.

Safe Execution Engineer Level- VI (Module-1) at Jaipur: December 9, 2020. Participants: 53; Faculty (Int.): M/s. Mandeep Walia, Sachin Sharma, Reddi Rakesh.

Safe Execution Engineer Level- VI (Module-2) at Delhi: December 10, 2020. Participants: 30; Faculty (Int.): M V Avijit.

Safe Execution Engineer Level- VI (Module-2) at Jaipur: December 10, 2020. Participants: 53; Faculty (Int.): M/s. Yedida Ajit Kumar, Monuj Saikia.

Safe Execution Engineer Level- VI (Module-3) at Delhi: December 11, 2020. Participants: 30; Faculty (Int.): Vikas Gupta.

Safe Execution Engineer Level- VI (Module-3) at Jaipur: December 11, 2020. Participants: 53; Faculty (Int.): M/s. Yedida Ajit Kumar, Davuluri Srilekha, Rodrigues Anderson.

EMEX (Module 3) at HQ Chennai: December 21 - 23, 2020. Participants: 24; Faculty (Ext.): M/s. Rajeev Sharma, Prof. Sunil Kumar, Prof. Umesh Metar, Meenakshi from L&T IPM, Chennai.

EIP 4.0 EPM Training for Planning & Site Engineers at HQ Chennai: December 21, 2020. Participants: 110; Faculty (Int.): M/s. Ananda Srinivasan, Anandan Appadurai, Lakshmiprathyusha Varanasi, S. P. Sathish Kannan.

Safe Execution Engineer Level- VI (Module-1) at Bhopal: December 21, 2020. Participants: 23; Faculty (Int.): Mathivanan P.

Safe Execution Engineer Level- VI (Module-1) at Pune: December 21, 2020. Participants: 27; Faculty (Int.): M/s. Ghaywat Pramod Namdeorao, Nelapudi Shrivanthi, Diksha Bhagwan Dube, Paul Debashish Dulalchandra, Shelar Aditya Dattaram, Poornima Zalte, Ganesh Patel.

Safe Execution Engineer Level- VI (Module-2) at Bhopal: December 22, 2020. Participants: 50; Faculty (Int.): Mathivanan P.

Safe Execution Engineer Level- VI (Module-2) at Pune: December 22, 2020. Participants: 27; Faculty (Int.): M/s. Ghaywat Pramod Namdeorao, Nelapudi Shrivanthi, Diksha Bhagwan Dube, Paul Debashish Dulalchandra, Shelar Aditya Dattaram, Poornima Zalte, Ganesh Patel.

Safe Execution Engineer Level- VI (Module-1) at Bhubaneswar: December 22, 2020. Participants: 30; Faculty (Int.): M/s. Sunil Kumar Maharana, Chandra Mouli Gatta, Manoranjan Behera, Choudhury Nirmal Prasad Behera.

Safe Execution Engineer Level- VI (Module-1) at Chennai: December 22, 2020. Participants: 32; Faculty (Int.): M Saravanan.

Emergency Response and Preparedness at HQ Chennai: December 23, 2020. Participants: 56; Faculty (Int.): Syed Ibrahim Mohamed Abdulla.

EIP 4.0 EPM Training for Planning & Site Engineers at HQ Chennai: December 23, 2020. Participants: 119; Faculty (Int.): M/s. Ananda Srinivasan, Anandan Appadurai, Lakshmiprathyusha Varanasi,

S. P. Sathish Kannan.

Safe Execution Engineer Level- VI (Module-3) at Bhopal: December 23, 2020. Participants: 47; Faculty (Int.): Mathivanan P.

Safe Execution Engineer Level- VI (Module-2) at Bhubaneswar: December 23, 2020. Participants: 30; Faculty (Int.): M/s. Sunil Kumar Maharana, Chandra Mouli Gatta, Manoranjan Behera, Choudhury Nirmal Prasad Behera.

Safe Execution Engineer Level- VI (Module-2) at Chennai: December 23, 2020. Participants: 27; Faculty (Int.): S Narayanan.

Safe Execution Engineer Level- VI (Module-3) at Pune: December 23, 2020. Participants: 27; Faculty (Int.): M/s. Ghaywat Pramod Namdeorao, Nelapudi Shrivanthi, Diksha Bhagwan Dube, Paul Debashish Dulalchandra, Shelar Aditya Dattaram, Poornima Zalte, Ganesh Patel.

DET Orientation Programme at HQ Chennai: December 23 - 24, 2020. Participants: 107; Faculty (Int.): M/s. G Nitin, J Venkatesh, S.S. Balaji, Harikrishnan B, Murali Mohan Murthy, Nikesh Parsan Zachariah, Mithilesh Kumar, K Krishna Kumar, Ramesh Kumar Lukalapu, Remya P, P. Ganesh, Adapa Suguna, V Devarajan, G Muthukrishnan, A Srinivasan, S Viswanathan.

Safe Execution Engineer Level- VI (Module-3) at Bhubaneswar: December 24, 2020. Participants: 30; Faculty (Int.): M/s. Sunil Kumar Maharana, Chandra Mouli Gatta, Manoranjan Behera, Choudhury Nirmal Prasad Behera.

Safe Execution Engineer Level- VI (Module-3) at Chennai: December 24, 2020. Participants: 24; Faculty (Int.): M/s. N. Dinesh, D. Prakash.

EIP 4.0 EPM Training for Planning & Site Engineers at Kolkata: December 24, 2020. Participants: 34; Faculty (Int.): M/s. Ananda Srinivasan, Anandan Appadurai, Lakshmiprathyusha Varanasi, S. P. Sathish Kannan.

Safe Execution Engineer Level- VI (Module-1) at Delhi: December 24, 2020. Participants: 17; Faculty (Int.): Arpit Khanna.

Safe Execution Engineer Level- VI (Module-2) at Delhi: December 25, 2020. Participants: 17; Faculty (Int.): M V Abijith.

Safe Execution Engineer Level- VI (Module-3) at Delhi: December 26, 2020. Participants: 17; Faculty (Int.): Vikas Gupta.

Safe Execution Engineer Level- VI (Module-1) at Kolkata: December 28, 2020. Participants: 21; Faculty (Int.): M/s. Devashish Sinha, Bapi Barik.

Safe Execution Engineer Level- VI (Module-1) at Hyderabad: December 28, 2020. Participants: 22; Faculty (Int.): M/s. Sunil Kumar Maharana, Choudhury Nirmal Prasad Behera.

Safe Execution Engineer Level- VI (Module-2) at Hyderabad: December 29, 2020. Participants: 23; Faculty (Int.): M/s. Manoranjan Behera, Chandra Mouli Gatta.

Safe Execution Engineer Level- VI (Module-2) at Kolkata: December 29, 2020. Participants: 20; Faculty (Int.): M/s. Avanigadda Srinivas, Sabari Bhaumik.

January

Safe Execution Engineer Level VI (Module 1) - Water International at HQ Chennai: January 06, 2021. Participants: 16; Faculty (Int.): M/s. Robin V John Fernandes, Niyas Alayan.

Safe Execution Engineer Level- VI (Module-1) at Delhi: January 07, 2021. Participants: 26; Faculty (Int.): Arpit Khanna.

Safe Execution Engineer Level VI (Module 2) - Water International at HQ Chennai: January 07, 2021. Participants: 12; Faculty (Int.): M/s. Suraj Kumar Pandey, Muhammed Rushaid K V.

Safe Execution Engineer Level- VI (Module-2) at Delhi: January 08, 2021. Participants: 26; Faculty (Int.): M V Abijith.

Safe Execution Engineer Level- VI (Module-3) at Delhi: January 09, 2021. Participants: 26; Faculty (Int.): Vikas Gupta.

Safe Execution Engineer Level VI (Module 3) - Water International at HQ Chennai: January 09, 2021. Participants: 16; Faculty (Int.): M/s. Suraj Kumar Pandey, Rahmathullah Abdul Rahim.

Corporate Audit at Bangalore: January 12, 2021. Participants: 51; Faculty (Int.): B Srinivasan.

Safety in P&M operation at HQ Chennai: January 12, 2021. Participants: 28; Faculty (Int.): Gopal Krishna Roy.

Customer Centricity and Stakeholder Management: January 12, 2021. Participants: 25; Faculty (Ext.): Suhas Shetiya.

EMEX (Module 4) at HQ Chennai: January 18 - 20, 2021. Participants: 23; Faculty (Ext.): M/s. Prof. Sunil Kumar, Prof. K. P. Reghunath, Dr. S. Kalirajan from L&T IPM, Chennai.

FM - Business Concepts & Finance Basics and P&L at HQ Chennai: January 18, 2021. Participants: 58; Faculty (Int.): M/s. Keerthy, Naveen Nimrani.

FM - Balance Sheet and PMS Analysis & Ratio Analysis at HQ Chennai: January 19, 2021. Participants: 64; Faculty (Int.): M/s. Naveen Nimrani, Nikunj Damani.

CETP Process at HQ Chennai: January 19, 2021. Participants: 11; Faculty (Int.): Chandrasekhararao B.

Do not Walk by & Safety in project delivery at HQ Chennai:

Safe Execution Engineer Level- VI (Module-3) at Kolkata: December 30, 2020. Participants: 22; Faculty (Int.): M/s. Avanigadda Srinivas, Sabari Bhaumik, Bapi Barik.

Safe Execution Engineer Level- VI (Module-3) at Hyderabad: December 30, 2020. Participants: 24; Faculty (Int.): M/s. Abhishek Sathua, Sunil Kumar Maharana.

January 20, 2021. Participants: 70; Faculty (Int.): M/s. Syed Ibrahim Mohamed Abdulla, Aher Vijaykumar Shivram.

FM - Treasury Management and GST at HQ Chennai: January 20, 2021. Participants: 59; Faculty (Int.): M/s. Kalyan Gogineni, S. Kumar.

FM - Working Capital Management and Contracts & Construction Business at HQ Chennai: January 21, 2021. Participants: 58; Faculty (Int.): M/s. Suraj Ramachandran, Abhishek Mukherjee.

Safe Execution Engineer Level-VI (Module 1, 2 & 3) at Srilanka: January 21 -23, 2021. Participants: 22; Faculty (Int.): M/s. Goura Chandra Pradhan, Narayan Sarkar, E. Sivasudhan.

Safe Execution Engineer Level- VI (Module-1) at Hyderabad: January 21, 2021. Participants: 24; Faculty (Int.): Ajith Unnichanparambil Vijayan.

Safe Execution Engineer Level- VI (Module-1) at Jaipur: January 21, 2021. Participants: 34; Faculty (Int.): M/s. Sachin Sharma, Reddi Rakesh.

Construction Management at Pune: January 21, 2021. Participants: 25; Faculty (Int.): Prof. Sunil Kumar from L&T IPM, Chennai.

Safe Execution Engineer Level- VI (Module-2) at Hyderabad: January 22, 2021. Participants: 24; Faculty (Int.): Nagaraj Barker.

Safe Execution Engineer Level- VI (Module-2) at Jaipur: January 22, 2021. Participants: 34; Faculty (Int.): M/s. Yedida Ajit Kumar, Monuj Saikia.

Safe Execution Engineer Level- VI (Module-3) at Hyderabad: January 23, 2021. Participants: 24; Faculty (Int.): P H Harish Babu.

Safe Execution Engineer Level- VI (Module-3) at Jaipur: January 23, 2021. Participants: 34; Faculty (Int.): M/s. Yedida Ajit Kumar, Yagana Khan, Rodrigues Anderson.

Lifestyle Modification & Stress Management at Pune: January 25, 2021. Participants: 30; Faculty (Ext.): Dr. Meena Shah.

First Aid at Jaipur: January 28, 2021. Participants: 30; Faculty (Ext.): Monish Mohan.

Safe Execution Engineer Level-VI (Module 1,2 &3) at Bhubaneswar: January 28 - 30, 2021. Participants: 27; Faculty (Ext.): M/s. Sunil Kumar Maharana, Choudhury Nirmal Prasad Behera, Chandra Mouli Gatta, Abhishek Sathua.

Safe Execution Engineer Level- VI (Module-1) at Kolkata: January 28, 2021. Participants: 74; Faculty (Int.): M/s. Devashish Sinha, Bapi Barik.

Safe Execution Engineer Level- VI (Module-2) at Kolkata: January 29, 2021. Participants: 74; Faculty (Int.): M/s. Avanigadda Srinivas, Souvik Raha.

Safe Execution Engineer Level- VI (Module-3) at Kolkata: January 30, 2021. Participants: 74; Faculty (Int.): M/s. Devashish Sinha, Souvik Raha, Bapi Barik.

REVIT (EDRC Water International) at HQ Chennai: February 1 - 6, 2021. Participants: 16; Faculty (Int.): Karunakaran M.

EIP 4.0 EPM Training for Planning & Site Engineers at Delhi: February 04, 2021. Participants: 62; Faculty (Int.): M/s. Ananda Srinivasan, Anandan Appadurai, Lakshmiprathyusha Varanasi, S. P. Sathish Kannan.

Optimum Utilization of P&M at Pune: February 04, 2021. Participants: 21; Faculty (Int.): Subhayu Mukherjee.

Behavior Based Safety at Bangalore: February 04, 2021. Participants: 46; Faculty (Int.): Vasanth Pugazhendhi.

Civil 3D at HQ Chennai: February 8 - 12, 2021. Participants: 21; Faculty (Int.): Prasanth Rajasekaran.

Safe Execution Engineer Level- VI (Module-1) at Delhi: February 08, 2021. Participants: 26; Faculty (Int.): Arpit Khanna.

Safe Execution Engineer Level- VI (Module-2) at Delhi: February 09, 2021. Participants: 26; Faculty (Int.): M V Abijith.

Safe Execution Engineer Level- VI (Water International) at HQ Chennai: February 10- 13, 2021. Participants: 17; Faculty (Int.): M/s. Suraj Kumar Pandey, Muhammed Rushaid, Ragavendar A, Robin J Fernandes.

Safe Execution Engineer Level- VI (Module-3) at Delhi: February 10, 2021. Participants: 26; Faculty (Int.): Vikas Gupta.

Safe Execution Engineer Level- VI (Module-1) at Jaipur: February 10, 2021. Participants: 55; Faculty (Int.): M/s. Sachin Sharma, Mandeep Walia, Rashmikant Chauhan.

Safe Execution Engineer Level- VI (Module-2) at Jaipur: February 11, 2021. Participants: 55; Faculty (Int.): M/s. Yedida Ajit Kumar, Monuj Saikia.

Process Chemical Hazards, Incident Reporting & Investigation at HQ Chennai: February 11, 2021. Participants: 66; Faculty (Int.): B. Sivakumar.

Safe Execution Engineer Level- VI (Module-3) at Jaipur: February 12, 2021. Participants: 55; Faculty (Int.): M/s. Yedida Ajit Kumar, Monuj Saikia.

Concrete Practices at Bangalore: February 12, 2021. Participants: 42; Faculty (Int.): Y Narasimhamesh.

IMS Awareness Training (Batch 3) at HQ Chennai: February 13, 2021. Participants: 32; Faculty (Int.): Kulkarni Chandrashekhar Keshav.

Teamwork & Cohesiveness at Bangalore: February 13, 2021. Participants: 26; Faculty (Ext.): Arvind Chandhoke.

Plant 3D & P&ID at HQ Chennai: February 15 - 17, 2021. Participants: 16; Faculty (Int.): Prasanth Rajasekaran.

First Aid at Bhubaneswar: February 15, 2021. Participants: 26; Faculty (Ext.): Monish Mohan.

Operation & Maintenance at Hyderabad: February 16, 2021. Participants: 17; Faculty (Int.): M/s. Muruganbabu, Manoj kumar Bisht, V Nagarajan, Naveen Francis.

Safe Execution Engineer Level- VI (Module-1) at Kolkata: February 16, 2021. Participants: 28; Faculty (Int.): M/s. Devashish Sinha, Avanigadda Srinivas.

Safe Execution Engineer Level- VI (Module-2) at Kolkata: February 17, 2021. Participants: 28; Faculty (Int.): M/s. Avanigadda Srinivas, Souvik Raha, Bapi Barik.

Safe Execution Engineer Level- VI (Module-3) at Kolkata: February 18, 2021. Participants: 28; Faculty (Int.): M/s. Devashish Sinha, Souvik Raha, Bapi Barik.

ASCEND: e-Workshop on Personality & Motivation (Batch 1) at HQ Chennai: February 18, 2021. Participants: 13; Faculty (Ext.): Raksha Shenoy.

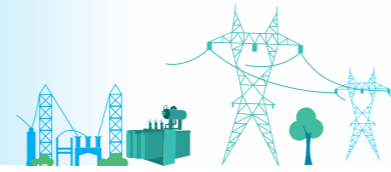
Civil structural works at Chennai: February 18, 2021. Participants: 28; Faculty (Int.): Sam Raj V.

ASCEND: e-Workshop on Personality & Motivation (Batch 2) at HQ Chennai: February 22, 2021. Participants: 11; Faculty (Ext.): Raksha Shenoy.

Safety in P&M operation at HQ Chennai: February 25, 2021. Participants: 37; Faculty (Int.): Gopal Krishna Roy.

Achievement Orientation & Relook at Roles During VUCA Times at Ahmedabad: February 26, 2021. Participants: 32; Faculty (Ext.): Arvind Chandhoke.

Power Transmission & Distribution IC



October

- Webinar on Near Miss Awareness Programme, UEA on 7th of October 2020; Participants: 11
- Webinar on IDP Meeting, UEA on 16th of October 2020; Participants: 14
- Webinar on Near Miss Awareness Programme, LEA on 17th of October 2020; Participants: 29
- Webinar on BBS Workshop, UEA on 31st of October 2020; Participants: 31
- Webinar on Session on IND AS 116: Leases on 14th of October 2020; Participants: 28
- Webinar on High-Voltage On-Site Testing with Partial Discharge on 23rd of October 2020; Participants: 1
- Webinar on Experience of Condition Monitoring Practices in CESC & Benefits Achieved on 9th of October 2020; Participants: 1
- Webinar on Induction of GET/ PGET - EDRC HQ Chennai Part 2 on 6th of October 2020; Participants: 15
- Webinar on Advanced Excel on 19th & 24th of October 2020; Participants: 6
- Webinar on Drive for Results on 14th & 15th of October 2020; Participants: 1
- Webinar on Emotional Intelligence on 16th & 17th of October 2020; Participants: 3
- Webinar on Interpersonal Skills on 20th & 22nd of October 2020; Participants: 3
- Webinar on Experience of Condition Monitoring Practices in CESC & Benefits Achieved on 9th of October 2020; Participants: 2
- Webinar on High-Voltage On-Site Testing with Partial Discharge on 23rd of October 2020; Participants: 1
- Webinar on Phygital certification course on Competency Certification in Innovation Mind-set on 10th of October 2020; Participants: 12
- Webinar on Phygital certification course on Competency Certification in Innovation Mind-set on 17th of October 2020; Participants: 8
- Webinar on Phygital certification course on Competency Certification in Innovation Mind-set on 25th of October 2020; Participants: 10
- Webinar on Planning & Project Monitoring on 31st of October 2020; Participants: 33
- Webinar on Contracts Management on 3rd October 2020; Participants: 20
- Webinar on Program on Item Code & EMR Registration on 29th of October 2020; Participants: 16
- Webinar on BODHI tool _ Renewables on 27th October 2020; Participants: 11
- Webinar on BBS Workshop- Global CTC Consultants (Technical) on 21st of October 2020; Participants: 30
- Webinar on Personality Development & Communication Skills on 23rd of October'2020; Participants: 57
- Webinar on Time Management on 28th of October 2020; Participants: 17
- Webinar on Training Programme on ISO 9001:2015 Internal Auditors Training - QMS on 20th & 21st of October 2020; Participants: 21
- Webinar on Design aspects of TL Foundation on 4th of October 2020; Participants: 132
- Webinar on Hazard Identification & Risk Assessment on 16th of October 2020; Participants: 21
- Webinar on Problem Solving & Decision Making on 30th of October 2020; Participants: 23
- Webinar on Awareness Program on ISO 14001 : 2015 and OHSAS 18001/FDIS 45001_Internal Auditor Training program on 3rd of October 2020; Participants: 15
- Webinar on Safety in Construction on 10th of October 2020; Participants: 22
- Webinar on BODHI tool _ UPD on 27th October 2020; Participants: 26

November

- Webinar on Etiquettes of online meetings (NA) on 4th of November 2020; Participants: 25
- Webinar on QMS HR Revised Process for HR team (Africa BU) on 27th of November 2020; Participants: 5
- Webinar on IDP Meeting (UEA) on 21st of November 2020; Participants: 16
- Webinar on Safety in Construction (UEA) on 30th of November 2020; Participants: 23
- Webinar on Behaviour Based Safety Workshop (LEA) on 21st of November 2020; Participants: 29
- Webinar on IDP Meeting (LEA) on 20th of November 2020; Participants: 10
- Webinar on EIP 4.0 Planning Module (Africa BU) on 21st of November 2020; Participants: 23
- Webinar on Standards used in Substation Design Engineering (IEC & IEEE) / Seismic on 16th of November 2020; Participants: 25
- Webinar on Lightening Impulse Test for Transformers on 27th of November 2020; Participants: 25
- Webinar on ITIL Process Training on 3rd of November 2020; Participants: 20
- Webinar on Training on Networking on 9th of November 2020; Participants: 1
- Webinar on Distribution Utility Meet on 27th of November 2020; Participants: 6
- Webinar on 8th Edition of CII Conference on Logistics on 27th of November 2020; Participants: 4
- Webinar on Decision Making and Structured thinking-ELDP on 10th & 11th of November 2020; Participants: 13
- Webinar on ISO Quality Auditor Training Program on 6th & 7th of November 2020; Participants: 20
- Webinar on Primavera P6 training program on 4th, 5th, 6th , 9th , 10th & 11th of November 2020; Participants: 1
- Webinar on IEEMA e-TRAFOTECH Conference on 5th, 6th & 7th of November 2020; Participants: 8
- Webinar on Mechanical Engineering & its Inter-discipline Interfaces on 9th of November 2020; Participants: 47
- Webinar on Customer Orientation on 17th & 18th of November 2020; Participants: 2
- Webinar on Personality Development on 19th & 20th of November; Participants: 4
- Webinar on Coaching Conversations on 24th of November 2020; Participants: 2
- Webinar on Programme on Contracts Management on 7th of November 2020; Participants: 12
- Webinar on Programme on Finance for Non-Finance on 28th of November 2020; Participants: 15
- Webinar on Behaviour Based Safety on 21st of November 2020; Participants: 37
- Webinar on EIP New Version Training- Planning Module, JCR & Cost Estimate on 21st of November 2020; Participants: 17
- Webinar on Session on Wok Life Balance on 28th of November 2020; Participants: 109
- Webinar on Leading Quality of Life on 30th of November 2020; Participants: 31
- Webinar on Workshop on Project Management on 21st of November 2020; Participants: 16
- Webinar on Workshop on Quality Management System on 28th of November 2020; Participants: 28
- Webinar on Knowledge Sharing on Primavera applications & Delay analysis methods used in EPC projects on 26th of November 2020; Participants: 33
- Webinar on IDP familiarization workshop on 7th of November 2020; Participants: 28
- Webinar on Overview of Digitalization on 7th of November 2020; Participants: 28
- Webinar on Negotiation Skills on 19th of November 2020; Participants: 7
- Webinar on Planning Module (JCR in EIP 4.0) on 20th of November 2020; Participants: 18
- Webinar on IDP familiarization workshop, HQ on 6th of November 2020; Participants: 13
- Webinar on IDP familiarization workshop, Tier-3 on 21st of November 2020; Participants: 20
- Webinar on Design aspects of TL Foundation on 4th of November 2020; Participants: 83
- Webinar on ISO 14001 and 45001 – Kanchi Factory on 6th & 7th of November 2020; Participants: 15
- Webinar on ISO 14001 and 45001 – Pondy Factory on 20th &

21st of November; Participants: 17

Webinar on Tower Erection and stringing on 21st of November 2020; Participants: 103

Webinar on Behaviour Based Safety on 6th of November 2020; Participants: 18

Webinar on Overview of Digitalization on 7th of November 2020; Participants: 30

Webinar on Hazard Identification and Risk Assessment on 12th of November 2020; Participants: 35

Webinar on Negotiation Skills on 19th of November 2020; Participants: 17

Webinar on First Aid Program on 28th of November 2020; Participants: 34

December

Webinar on BBS Workshop (Behaviour Based Safety) on 5th December'2020; Participants: 29

Webinar on Knowledge Sharing Session- Execution Methodology Improvisation on 8th of December'2020; Participants: 24

Webinar on Training on EIP 4.O Planning module on 16th of December'2020; Participants: 11

Webinar on JCR and Cost Estimation - Training on 4th of December'2020; Participants: 3

Webinar on Basics of MS Excel & Power Point in 1st & 2nd week of December; Participants: 26

Webinar on SWITCHGEAR SELECTION FOR MCC AS PER TYPE 2 COORDINATION on 28th & 29th of December; Participants: 13

Webinar on Strategic Thinking & Leadership on 22nd & 23rd of December; Participants: 3

Webinar on Appreciative Enquiry in dealing with Challenging situations on 7th & 8th of December; Participants: 13

Webinar on Contract Administration and Risk Management on 16th of December; Participants: 36

Webinar on Use of EHS Digital App and Workflow on 26th of December; Participants: 18

Webinar on Use of EHS Digital App and Workflow on 26th of December; Participants: 14

Webinar on Workshop on Effective Communication Skill on 19th of December; Participants: 18

Webinar on Knowledge Sharing on Life is Game on 23rd of

Webinar on IDP Workshop on 28th of November 2020; Participants: 129

Webinar on Techniques & Methods for Effective inspection at Vendor premises on 10th of November 2020; Participants: 34

Webinar on IDP Workshop on 16th of November 2020; Participants: 116

Webinar on Goal Setting/MTR Workshop on 17th of November 2020; Participants: 25

Webinar on Quality Month Webinar on 28th of November 2020; Participants: 443

Webinar on IDP Workshop on 16th of November 2020; Participants: 61

Webinar on IDP Workshop on 16th of November 2020; Participants: 61

December; Participants: 38

Toastmaster Meeting on 26th of December 2020; Participants: 18

Toastmaster Meeting on 12th of December 2020; Participants: 22

DET/GCT Orientation on 11th of December; Participants: 4

Webinar on Personal Effectiveness & Interpersonal Skills on 19th of December; Participants: 22

Webinar on Stores Management on 5th of December'2020 Participants: 39

Webinar on India Battery Show 2020 : EV &ESS on 17th & 18th of December 2020; Participants: 1

Webinar on Use of Hydrogen for Power Storage & Generation on 18th & 19th of December; Participants: 1

Webinar on EHS Internal Auditor 14001 and 45001 (EOHS) on 8th & 9th of December 2020; Participants: 12

Webinar on Project Management (Contract/Planning & Risk) on 17th & 19th of December 2020; Participants: 32

DET –GCT orientation on 2nd, 3rd & 4th of December 2020; Participants: 8

Webinar on Modern techniques in EHS Management on 23rd & 24th of December 2020; Participants: 25

Webinar on GST Implementation & Implication on 15th of December 2020; Participants: 22

Webinar on Field Quality Requirements in TL Construction on 18th of December 2020; Participants: 28

Webinar on Personal Effectiveness & Interpersonal Skills on 19th of December 2020; Participants: 23

Webinar on HIRADC on 3rd of December 2020; Participants: 16

Webinar on TL Case Studies on 4th of December 2020; Participants: 16

Webinar on SOP on Foundation & Tower Erection on 13th of December 2020; Participants: 18

Webinar on GST Implementation & Implication on 15th of December 2020; Participants: 22

January

Webinar on Internal Auditors - ISO 45001/14001 Auditors training programme on 4th of January 2021; Participants: 27

Webinar on Effective Presentation Skills on 7th of January 2021; Participants: 15

Webinar on Effective Presentation Skills on 14th of January 2021; Participants: 31

Webinar on Stores Management Program on 29th of January 2021; Participants: 20

Webinar on GET/PGET Connect Electrical Part 1 on 15th of January 2021; Participants: 15

Webinar on GET/PGET Connect Electrical Part 2 on 16th of January 2021; Participants: 15

Webinar on Solar PV Modules on 7th of January 2021; Participants: 10

Webinar on Lead a Stress-Free Life on 21st of January 2021; Participants: 70

Webinar on Safety Observation Card (SOC) , Near miss reporting, Positive HSE on 7th of January 2021; Participants: 22

Webinar on FIRE PROTECTION SYSTEMS USED IN SUBSTATION PROJECTS & THEIR IMPORTANCE on 23rd of January 2021; Participants: 20

Webinar on BBS Workshop-OFC ,by CTC Global consultants on 8th of January 2021; Participants: 36

Webinar on Training Program on P&M on 21st of January 2021; Participants: 38

Webinar on EHS Management in Solar Construction 27th of January 2021; Participants: 34

Webinar on SHIELD Mobile App Orientation for SS BU on 19th of January 2021; Participants: 113

ECC News, October 2020 - March 2021

Webinar on Field Quality Requirements in TL Construction on 18th of December 2020; Participants: 28

Webinar on Personal Effectiveness & Interpersonal Skills on 19th of December 2020; Participants: 23

Webinar on Programme on Construction Safety for Project Managers on 19th of December 2020 Participants: 20

Webinar on Enterprise Risk Management on 22nd of December 2020; Participants: 24

Webinar on Working Capital Management on 23rd of January 2021; Participants: 52

Webinar on FIRST AID on 28th of January 2021; Participants: 76

Webinar on Interpersonal & presentation skill on 30th of January 2021; Participants: 58

Webinar on Awareness Session on Manpower Planning & Resource Planning Modules on 22nd of January 2021; Participants: 22

Webinar on Tax Implication at Bangladesh on 28th of January 2021; Participants: 39

Webinar on BBS on 18th of January 2021; Participants: 42

Webinar on Tax Implication at Bangladesh on 30th of January 2021; Participants: 11

Webinar on Behaviour Based Safety on 23rd of January 2021; Participants: 33

Webinar on Time Management on 19th of January 2021; Participants: 7

Webinar on Achievement Orientation Participants: 5

Webinar on Analytical Thinking on 22nd of January 2021; Participants: 6

Webinar on Advance Excel on 27th of January 2021; Participants: 4

Webinar on Safety in Formwork on 12th of January 2021; Participants: 4

Webinar on EHS in Non-destructive testing (NDT) Methods at Construction Sites on 19th of January 2021; Participants: 6

Webinar on Safety in Excavation on 21st of January 2021; Participants: 7

Webinar on First Time manager on 12th of January 2021; Participants: 8

February

Webinar on KNPC Project Quality and HSE Plan on 13th of February 2021 ; Participants: 34

Webinar on COVID-19 Precaution and Protection on 21st of February 2021; Participants: 61

Webinar on CAD Automation on 10th of February 2021; Participants: 4

Webinar on Leadership in dealing with the Business of Paradigms on 12th of February 2021; Participants: 14

Webinar on Smart Grid on 12th of February 2021; Participants: 2

Webinar on Smart Grid on 12th of February 2021; Participants: 4

Webinar on Diagnostic and condition monitoring of switchyard equipment on 16th of February 2021; Participants: 4

Webinar on Cyber Security Measures for Energy Systems on 26th of February 2021; Participants: 5

Webinar on Amharic Classes - session 1 on 6th of February 2021; Participants: 12

Webinar on Swahili Classes on 13th of February 2021; Participants: 20

Webinar on Yoga Classes on 15th of February 2021; Participants: 23

Webinar on Amharic Classes - session 2 on 13th of February 2021; Participants: 12

Webinar on Amharic Classes - session 3 on 20th of February 2021; Participants: 12

Webinar on Amharic Classes - session 4 on 27th of February 2021; Participants: 12

Webinar on Effective Usage of EIP on 18th of February 2021; Participants: 16

Webinar on Health Talk on COVID 19 on 23rd of February 2021; Participants: 84

Webinar on Safety in Construction - NA on 15th of February 2021; Participants: 43

Webinar on Orientation on Basic Design Concepts - Substation on 15th of February 2021; Participants: 24

Webinar on Essentials of Project Financial Management (EPFM) contact Session 1 on 24th of February 2021; Participants: 12

Webinar on SCDM - Effective Prime Contract Administration Batch on 23rd of February 2021; Participants: 9

Webinar on Cost Engineering Program on 8th of February 2021; Participants: 5

Webinar on Indirect Tax (GST) on 18th of February 2021; Participants: 52

Webinar on Indirect Tax (GST) on 23rd of February 2021; Participants: 48

Webinar on Session on Financial wellness on 18th of February 2021; Participants: 39

Webinar on Financial Wellness on 18th of February 2021; Participants: 24

Webinar on Quality Management Systems (QMS) Participants: 45

Webinar on Behaviour Based Safety on 16th of February 2021; Participants: 43

Webinar on Behavioural Based Safety on 11th of February 2021; Participants: 33

Webinar on Time management on 25th of February 2021; Participants: 29

Webinar on Digital phygital – posh completion on 18th of February 2021; Participants: 12

Webinar on Digital phygital – posh completion on 20th of February 2021; Participants: 10

Webinar on Digital phygital – posh completion on 24th of February 2021; Participants: 16

Webinar on Awareness on Manpower Planning & Resource Planning on 13th of February 2021; Participants: 68 - TL-54 / Renw-14

Webinar on Stores Management on 17th of February 2021; Participants: 31

Webinar on Maximizing the Health of your Wealth on 26th of February 2021; Participants: 19

Webinar on Working Capital Management on 10th of February 2021; Participants: 70 (23-OFC, 47-UPD)

Webinar on BBS – TL Factories on 25th of February 2021; Participants: 38

Webinar on HREM Workshop on 23rd of February 2021; Participants: 2

MDP – Business Process Excellence on 1st of February 2021; Participants: 1

EDP - PUNE BATCH3 on 15th of February 2021; Participants: 1

L&T GeoStructure



Awareness Program on EIP4.0



Programme on Soil Lab Testing



Orientation program for the Lab Technicians

Orientation program for the Lab Technicians at High Speed Rail – C4 Package (Online); Participants: 60; Faculty Member: Ratna Mishra

Knowledge Exchange session on “Bad Blood on the Senior Team – Conflict resolution in workplace at Head Qrts on 13th February 2021; Participants: 16; Faculty Member

Knowledge Exchange session on “Bad Blood on the Senior Team – Conflict resolution in workplace at Head Qrts on 13th February 2021; Participants: 16; Faculty Member: Alankrit Singh – L&T GeoStructure

Knowledge Exchange session on “How to Stop Overthinking Everything at Head Qrts. on 20th February 2021; Participants: 16; Faculty Member: Mili – L&T GeoStructure

Knowledge Exchange session on “7 Strategies to Build a More Resilient Team” at Head Qrts. on 27th February 2021; Participants: 16; Faculty Member: Nupur Kalita – L&T GeoStructure

Knowledge Exchange session on “How to Stay Optimistic (When Everything Is Awful)” at Head Qrts. on 5th March 2021; Participants: 16; Faculty Member: Siva Vigneesh N – L&T GeoStructure

Knowledge Exchange session on “5 Principles to Guide Adaptive Leadership” at Head Qrts. on 13th March 2021; Participants: 16; Faculty Member: Gopu R – L&T GeoStructure

Knowledge Exchange session on “How to Increase Your Influence at Work” at Head Qrts. on 20th March 2021; Participants: 16; Faculty Member: Prasanth Antony V – L&T GeoStructure

October 2020 - March 2021

Awareness Programme on EIP4.0 at Head Qrts. (Online), on 23rd January 2021; Participants: 83; Faculty Member: MV Ravishankar

Programme on Soil Lab Testing at HSR Project, on 6th & 7th February 2021; Participants: 19; Faculty Members: Institute of Infrastructure Technology Research & Management | IITRAM, Civil Engineering (External)

Programme on Prevention of Sexual Harassment (PoSH) at Workplace (ATL) on November 2020; Participants: 64

Programme on Certification in Health, Safety and Environment (ATL) on February 2021; Participants: 24

Programme on Cyber Security Awareness (ATL) on March 2021; Participants: 26

Programme on Certification in Business Etiquette on (ATL) on February 2021; Participants: 11

Divisional Corporate

EDP
Online EDP for Chennai domain during November & December 2020.
Online EDP for Delhi domain during November & December 2020.
Online EDP for Pune domain during November & December 2020.
Online EDP for Mysore domain during November & December 2020.
Online EDP for Chennai domain during January & February 2021.
Online EDP for Delhi domain during January & February 2021.
Online EDP for Pune domain during January & February 2021.
Online EDP for Mysore domain during January & February 2021.



6 Days – EDP Module2 - Chennai Domain on October 5-10, 2020 (Online). Participants: 33. Faculty – Internal & External (IFMR, KREA University).



6 Days – EDP Module2 - Delhi Domain on October 12-17, 2020 (Online). Participants: 34. Faculty – Internal & External (Symbiosis Centre for Management Studies, Noida).



6 Days – EDP Module2 - Lonavla Domain on October 19-24, 2020 (Online). Participants: 35. Faculty – Internal & External (Symbiosis Institute of Business Management, Pune).



6 Days – EDP Module2 - Mysore Domain on October 19-24, 2020 (Online). Participants: 32. Internal & External (Symbiosis Centre for Management Studies, Noida).



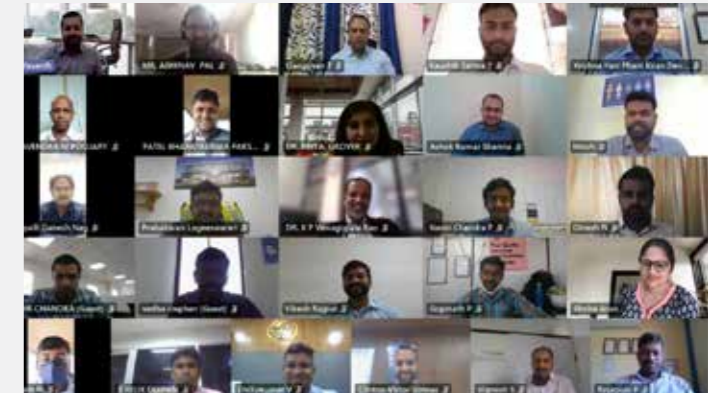
6 Days – EDP Module1 & Module2 - Chennai Domain on November 2-7, 2020 & 30 Nov - 5 December, 2020 (Online). Participants: 39. Faculty – Internal & External (IFMR, KREA University).



6 Days – EDP Module1 & Module2 - Delhi Domain on November 9-16, & December 7-12, 2020 (Online). Participants: 37. Faculty – Internal & External (Symbiosis Centre for Management Studies, Noida).



6 Days – EDP Module1 & Module2 - Lonavla Domain on November 17-23, & December 14-19, 2020 (Online). Participants: 36. Faculty – Internal & External (Symbiosis Institute of Business Management, Pune).



6 Days – EDP Module1 & Module2 - Mysore Domain on November 9-16 & December 7-12, 2020 (Online). Participants: 33. Internal & External (Symbiosis Centre for Management Studies, Noida).



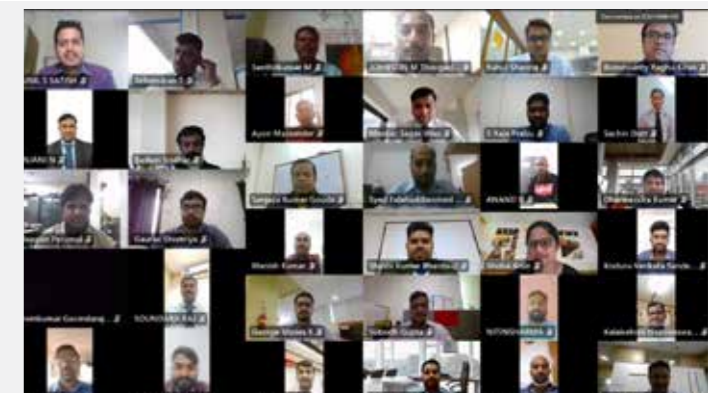
6 Days – EDP Module1 & Module2 - Chennai Domain on November 16-21 & December 14-19, 2020 (Online). Participants: 45. Faculty – Internal & External (IFMR, KREA University).



6 Days – EDP Module1 & Module2 - Delhi Domain on January 4-9 & February 1-6, 2021 (Online). Participants: 40. Faculty – Internal & External (Symbiosis Centre for Management Studies, Noida).



6 Days – EDP Module1 & Module2 - Lonavla Domain on January & 15-20 February, 2021 (Online). Participants: 46. Faculty – Internal & External (Symbiosis Institute of Business Management, Pune).



6 Days – EDP Module1 & Module2 - Mysore Domain on January 4-9 & February 1-6, 2021 (Online). Participants: 42. Internal & External (Symbiosis Centre for Management Studies, Noida).

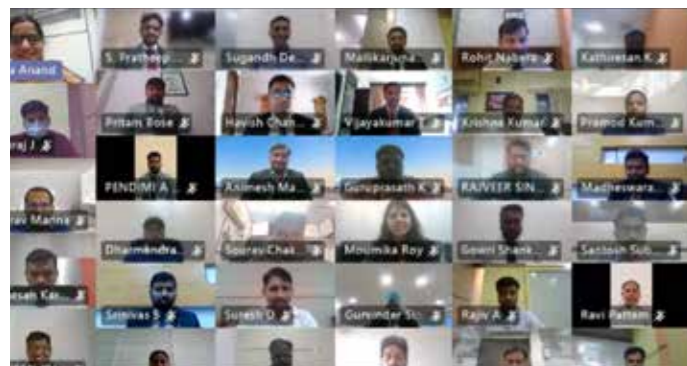
FLLP
Module5 organised for FLLP5 Batch8 during October 2020.
Module1 organised for FLLP6 Batch9 during December 2020.
Module2 organised for FLLP6 Batch10 during January 2021



6 Days – FLLP5 Batch8 Module5 – Business Simulation on October 12-17, 2020 (Online). Participants : 63. Faculty – External (enParadigm).



7 Days – FLLP6 Batch9 Module1 – Leading Self on December 21-29, 2020 (Online). Participants : 64. Faculty – External (Theikigaitree, IIM).



7 Days – FLLP6 Batch10 Module1 – Leading Self on January 22-30, 2021(Online). Participants : 66. Faculty – External (Theikigaitree, IIM).

October 2020 - February 2021

2 Day - Achievement Orientation Webinar on October 8-9, 2020 Participants : 30. Faculty – External

1 Day - Creating Brand YOU Webinar on October 13, 2020 Participants : 29. Faculty – External

2 Day - Drive for Results Webinar on October 14-15, 2020 Participants : 34. Faculty – External

2 Day - Customer Partnership Webinar on October 22-23, 2020 Participants : 34. Faculty – External

1 Day - Executive Presence Webinar on October 28, 2020 Participants : 20. Faculty – External

1 Day - Executive Presence Webinar on October 29, 2020 Participants : 23. Faculty – External

2 Day – Advance Excel Webinar on October 19-20, 2020 Participants : 35. Faculty – External

2 Day – Feed Forward Programme on October 6-7, 2020 Participants : 10. Faculty – External

2 Day – Feed Forward Programme on October 13-14, 2020 Participants : 6. Faculty – External

0.25 Day - 5S and Poke yoke in enhancing EHS performance Webinar on October 8, 2020 Participants : 93. Faculty – Internal

0.25 Day - Excellence in Sustainability during Construction Webinar on October 15, 2020 Participants : 62. Faculty – Internal

0.25 Day - Electrical Safety in construction activity Webinar on October 22, 2020 Participants : 87. Faculty – Internal

0.5 Day - Application of Kaizen concept in enhancing EHS performance Webinar on October 28, 2020 Participants :76. Faculty – Internal

0.5 Day - Awareness Session on PoSH Act on October 9, 2020 Participants: 141. Faculty – External

0.5 Day - Awareness Session on PoSH Act on October 14, 2020 Participants: 141. Faculty – External

0.5 Day - Awareness Session on PoSH Act on October 21, 2020 Participants: 141. Faculty – External

2 Day – Feed Forward Programme on November 10-11, 2020 Participants : 10. Faculty – External

2 Day – Customer Orientation Webinar on November 17-18, 2020 Participants : 31. Faculty – External

2 Day – Operational Excellence Webinar on November 20-21, 2020 Participants : 35. Faculty – External

2 Day – Personality Development Webinar on November 19-20, 2020 Participants : 26. Faculty – External

5 Day – ITIL V4 Webinar from November 3-7, 2020 Participants : 56. Faculty – External

5 Day – Network & Connectivity Webinar from November 9-13, 2020 Participants : 19. Faculty – External

5 Day – Hadoop/NoSQL Webinar from November 16-20, 2020 Participants : 24. Faculty – External

0.25 Day - Managing Emergency Situation Webinar on November 5, 2020 Participants : 59. Faculty – Internal

0.25 Day - EHS legal requirement and Interaction with Statutory authorities Webinar on November 11, 2020 Participants : 78. Faculty – Internal

0.25 Day - Environment Aspect Impact Assessment Webinar on November 19, 2020 Participants : 64. Faculty – Internal

0.25 Day - Safety in using Power Tools Webinar on November 24, 2020 Participants : 44. Faculty – Internal

0.5 Day - Awareness Session on PoSH Act on November 12, 2020 Participants: 65. Faculty – External

0.5 Day - Awareness Session on PoSH Act on November 20, 2020 Participants: 56. Faculty – External

0.5 Day - Awareness Session on PoSH Act on November 27, 2020 Participants: 51. Faculty – External

2 Day – Impactful Communication Webinar on December 16-17, 2020 Participants : 26. Faculty - External

2 Day – Strategic Thinking & Leadership Webinar on December 22-23, 2020 Participants : 28. Faculty – External

2 Day – Business Acumen Webinar on December 22-23, 2020 Participants : 31. Faculty – External

2 Day – Feed Forward Programme on December 1-2, 2020 Participants : 10. Faculty – External

2 Day – Personality Development Webinar on December 11-12, 2020 Participants : 24. Faculty – External

2 Day – Negotiation and Influencing Skills Webinar on December 15-16, 2020 Participants : 27. Faculty – External

0.5 Day – Interviewing Skills Webinar on December 21, 2020 Participants : 7. Faculty – External

0.25 Day - Safety in blasting operation Webinar on December 22, 2020 Participants : 24. Faculty – Internal

2 Day - Rigging Level 1 Webinar on December 10-11, 2020 Participants : 36. Faculty – Internal

2 Day - Rigging Level 2 Webinar on December 17-18, 2020 Participants : 20. Faculty – Internal

0.5 Day - Awareness Session on PoSH Act on December 15, 2020 Participants: 61. Faculty – External

0.5 Day - Awareness Session on PoSH Act on December 29, 2020 Participants: 43. Faculty – External

2 Day – Analytical Thinking Webinar on January 22-23, 2021 Participants : 32. Faculty – External

0.25 Day – Safety in Formwork Webinar on January 12, 2021 Participants : 86. Faculty – Internal

0.1 Day – Time Management Webinar on January 19, 2021 Participants : 27. Faculty – External

0.25 Day – EHS in Non-destructive testing (NDT) Methods at Construction Sites Webinar on January 19, 2021 Participants : 80. Faculty – Internal

2 Day – Achievement Orientation Webinar on January 20-21, 2021 Participants : 33. Faculty – External

0.25 Day – Safety in Excavation Webinar on January 21, 2021 Participants : 62. Faculty – Internal

2 Day – Advance Excel Webinar on January 27-28, 2021 Participants : 26. Faculty – External

0.5 Day – Awareness Session on PoSH Act Webinar on January 27, 2021 Participants : 134. Faculty – External

1 Day – Unleashing the Power of EI Webinar on January 28, 2021 Participants : 18. Faculty – External

1 Day – Creating Brand YOU Webinar on February 16, 2021 Participants 18: . Faculty – External

1 Day – Problem Solving & Decision Making Webinar on February 17-18, 2021 Participants : 27. Faculty – External

1 Day – Plan for Results Webinar on February 18-19, 2021 Participants : 32. Faculty – External

1 Day – Change Orientation Webinar on February 27, 2021 Participants : 63. Faculty – External

0.5 Day – Awareness Session on Webinar on February 24-25, 2021 Participants : 22. Faculty – External

1 Day – Mindfulness on February 19-20, 2021 Participants : 31. Faculty – External

0.25 Day – Safety Intervention at Workplace Webinar on February 9, 2021 Participants : 68. Faculty – Internal

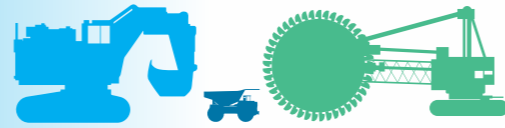
0.25 Day – Accident Prevention Through Design Webinar on February 12, 2021 Participants : 166. Faculty – Internal

0.25 Day – Awareness on Occupational Health in Construction Webinar on February 16, 2021 Participants : 29. Faculty – Internal

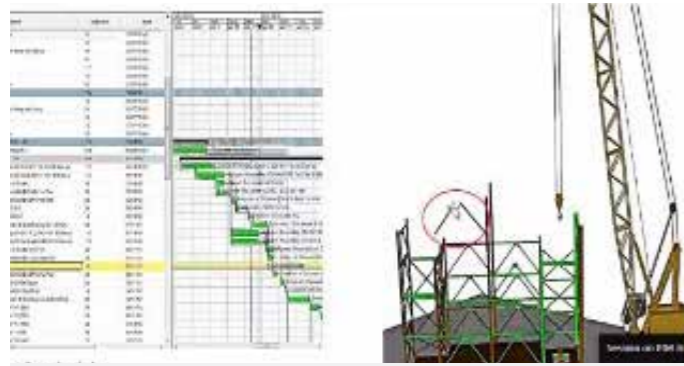
0.5 Day –Rigging Applications for Ensuring Safe Material Handling Webinar on February 19-20, 2021 Participants : 35. Faculty – Internal

0.25 Day – Safety in Height works Webinar on February 23, 2021 Participants : 27. Faculty – Internal

Metallurgical & Material Handling



October



Programme on BIM & 3 D Modelling on 14th October, 2020. Participants: 21; Faculty: Antara Roy

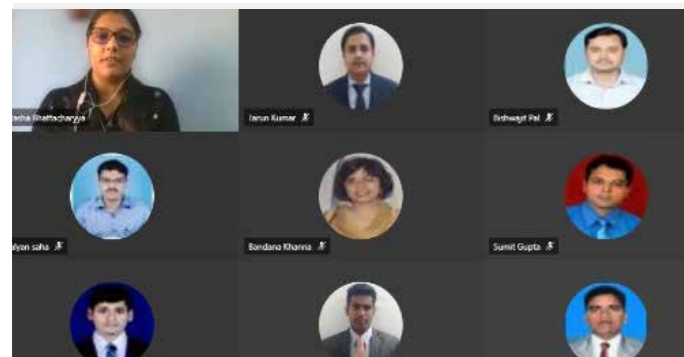
Programme on Deep Excavations on October 20, 2020. Participants: 19; Faculty: Somraj Sen Practices & Modern methods

November



Programme on Data Analytics on 27th & 28th November, 2021. Participants: 36; Faculty: Ankit Khandelwal & Debayan Kormahapatra

Programme on Indirect Taxes, ACCOUNTING AUDIT and GST on 25th November, 2020. Participants: 30; Faculty: Ashim Dey



Programme on Quality Management System as per ISO 9001-2015 on 18th November, 2020. Participants: 20; Faculty: Smitasha Bhattacharyya

December

Programme on 3D BIM on December 9, 2020. Participants: 11; Faculty: Antara Roy

Programme on Construction Technique on 7th & 9th December, 2020. Participants:19; Faculty: Ajitabh Shah

Programme on Construction Technique on Date: 22nd & 23rd December 2020. Participants: 23; Faculty: Ajitabh Shah

Programme on DATA ANALYTICS With Tableau on Date: 5th, 12th & 30 Dec 2020. Participants - 52; Faculty: Ankit Khandelwal & Debayan Kormahapatra

Programme on FINANCE FOR NON-FINANCE on December 23, 2020. Participants: 20; Faculty: SRINIVASU M

Programme on QMS AWARENESS on 12 December, 2020. Participants: 17; Faculty: Sudipta Debnath



Programme on AVEVA 3D on 23-Dec-2020. Participants: 11; Faculty: Gopinath C



Programme on Stress Management on 7th December, 2020. Participants:151; Faculty: Vineeta Sharma

January

Programme on 4D SOFTWARE SYNCHRO PRO TRAINING - Participants: 13

Programme on DATA ANALYTICS With Tableau - Participants: 13



Programme on QMS Internal Auditor ISO 9001:2015 - Participants: 9

Programme on Site Overview Session-Bhubaneswari on 13th January, 2021. Participants:13; Faculty: C. N Padhi, Uttam Kr Mondal, Nagendra Kr Dhal, Himangshu Patagiri, Anand Panigrahi

Programme on Site Overview Session-Dariba & Dahej on 7th & 9th January, 2021. Participants: 13; Faculty: Rajesh Samal

Programme on Site Overview Session-Dolvi on 11th & 12 January, 2021. Participants:13; Faculty: P.S Muraleedharan, Biswakarma B Dutt, Simachal Gouda, Manoj Bajpai, Sashta Kiran Manai, Sanjay Saha, Jaisankar A, Sivanesan Ramanujam & Sumeet Garg

Programme on WPS,WPQ & PQR(ASME SEC IX) 9th January, 2021. Participants: 6; Faculty: Kumar R

Programme on Awareness Session – MYZONE on 16th January, 2021. Participants: 35; Faculty: Satyendra Kumar Chaturvedi



Programme on AVEVA – Only Diagram on 14th January, 2021. Participants: 22; Faculty: Rashid Ahmed

February

Programme on Risk Management on 20th February, 2021. Participants: 22; Faculty: G Srinivasan



Programme on Primavera P6 Advance on 9th, 10th & 11th February, 2021. Participants: 12; Faculty: Srinivasan N

Programme on Construction 4.0 on 6th February, 2021. Participants: 30; Faculty: Saikat Sengupta



Programme on Primavera P6 Advance on 9th, 10th & 11th February, 2021. Participants: 12; Faculty: Srinivasan N



Programme on Self-Motivation on 8th February, 2021. Participants: 243; Faculty: Mr T Kumaresan

EMPLOYEE NEWS

Buildings & Factories IC

New Joiners

VIJAYAPRAKASH, SR. PRINCIPAL ARCHITECT, EDRC - HQ, CHENNAI

New Reponsibilities

THIYAGARAJAN A, HEAD – PROCUREMENT (B&F IC), HQ CHENNAI

BHASKARA REDDY C, CLUSTER PROJECT MANAGER - ANDHRA PRADESH, VIJAYAWADA

NIRANJAN SIMHA, ADVISOR - STRATEGIC INITIATIVES (B&F IC), HQ CHENNAI

Promotions

SUMAN CHANDA, HEAD - OPERATIONS (WEST), MUMBAI

DIVAKARAN OV, TASK FORCE LEADER - CIDCO HOUSING PROJECTS, MUMBAI - CIDCO

MUTHU A, JGM & HEAD - FINISHES, HQ, CHENNAI

BHOSALE VINAYAK VILAS RAO, PROJECT DIRECTOR, MUMBAI - CIDCO

RAMAKRISHNAN K, JGM & HEAD-COMMERCIAL SERVICES, DELHI INTL. AIRPORT

RAJEEV KUMAR R, JGM (BIO-MEDICAL), HQ, CHENNAI

VASUDEV CHIVUKULA, JGM & HEAD-COMMERCIAL SERVICES, HYDERABAD INTL. AIRPORT

PARESH BISWAL, JGM(ELEC), DELHI INTL. AIRPORT

NAGARAJA KG, PROJECT DIRECTOR, BANGALORE

BALASARASWATHI ILANGO, JGM & HEAD - EDRC (FACTORIES), EDRC - HQ, CHENNAI

PRATEEK DUTTA ROY, JGM - MEP DESIGN, BANGALORE INTL. AIRPORT

PREM KUMAR TK, JGM & HEAD - BEHAVIORAL TRG. & DEVLT., HQ, CHENNAI

S Justin, JGM - DESIGN (HEALTH PROJECTS), EDRC - HQ, CHENNAI

SANKARANARAYANAN S, JGM (PLANNING), DELHI

RAVICHANDRAN K, PROJECT DIRECTOR, BANGALORE

ANUP CHULLIYIL, PROJECT DIRECTOR, CHENNAI

HARIHARAN J, JGM (PUBLIC HEALTH), HQ, CHENNAI

RAJESH PACHLOT, JGM (PLANNING), MUMBAI

CHARLES T, PROJECT MANAGER, CHENNAI

RAJENDRAN N, SR.DGM (CIVIL), HQ, CHENNAI

YOGESH SINGH, SR.DGM (MECH), OMAN

JAGATHEESAN G, HEAD - RESOURCES (B&F IC), HQ, CHENNAI

SUDHAKAR RV, CLUSTER EHS MANAGER, BANGALORE INTL. AIRPORT

JOSEPH PETER V, SR.DGM (CIVIL), HYDERABAD INTL. AIRPORT

SHAIK NAWAZ SHAREEF, SR.DGM (CIVL), MUMBAI - CIDCO

MEYYAPPAN N, SR.DGM (MECH), CHENNAI

ANAND V, PROJECT MANAGER, VIJAYAWADA

SUBRAMANIAN N, SR.DGM (CIVIL), BANGALORE

ANIRBAN BASAK, CHIEF ARCHITECT, DELHI

RAGHU RAMAN S, PROJECT MANAGER, CHENNAI

HIMANSU BHUSAN BARAL, SR.DGM (HVAC), CHENNAI

RATHINAVEL S, CHIEF ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI

PRANAB KRISHNA DE, DGM (CIVIL), BANGALORE INTL. AIRPORT

ASHISH S LALCHANDANI, DGM (CIVIL), MAHSR

ABHISHEK NATH, DGM (CIVIL), DELHI

UMESH KRISHNAN R, DGM (MEP), SAUDI

TARAKNATH HALDER, DGM (MECH), KOLKATA

PARMAR NEERAJ BHARATSINGH, DGM (CIVIL), MUMBAI

MUTHUKUMARAN P, DGM (CIVIL), CHENNAI

GANDEEBAN K, DGM (CIVIL), CHENNAI

SURESHKUMAR S, DGM (SITE ADMN. & IR), HQ, CHENNAI

GANESH R, DGM (CIVIL), CHENNAI

KAPIL DEV GAUR, DGM (CIVIL), DELHI

SRIDHAR N, DGM (ACCOUNTS), BANGALORE INTL. AIRPORT

AJAY KUMAR, PROJECT MANAGER, AHMEDABAD

SYED NAFEEUDDIN, DGM (QA/QC), BANGALORE

UDIT NARAYAN SINGH GANGWAR, DGM (P&M), MUMBAI - CIDCO

JAYANTA CHAKRABORTY, DGM (MECH), OMAN

GILBERT RAJ A, DGM (P&M), BANGALORE

RAHUL PAL, DGM (CIVIL), DELHI

NAGALINGAM R, CHIEF ARCHITECT, EDRC - HQ, CHENNAI

JAYMANT KUMAR SINGH, DGM (CIVIL), DELHI

MANISH KUMAR, PROJECT MANAGER, KOLKATA

TRAILOKYANAT DHAL, DGM (CIVIL), DELHI

PERUMAL C, DGM (MECH), DELHI INTL. AIRPORT

SAILEN BERA, DGM (CIVIL), KOLKATA

MANIKANDAN V, DGM (CIVIL), VIJAYAWADA

SRINIVASA CHARY D, DGM (CIVIL), HYDERABAD INTL. AIRPORT

VIVEK GUPTA, DGM (CIVIL), DELHI INTL. AIRPORT

RAMASUBRAMANIAN N, DGM (ACCOUNTS & ADMIN.), MAURITIUS

KANNADHASAN P, DGM (CIVIL), BANGALORE INTL. AIRPORT

CHANDRABHUSHAN RAMKAILASH MISHRA, DGM (CIVIL), MUMBAI

SHUKLA RAJESHKUMAR JAIRAM, DGM (CIVIL), DELHI

SUDHEER B, CHIEF ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI

SHRI BHAGWAN YADAV, DGM (CIVIL), JHARKHAND

PANKAJ KUMAR RAI, DGM (CIVIL), HYDERABAD INTL. AIRPORT

SYAMPRASAD VISHNUBATTI, DGM (CIVIL), CHENNAI

NAVINKUMAR S, CHIEF ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI

BASKAR PY, DGM (ELEC), OMAN

SRINIVASAN N, CHIEF ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI

TATHAGATA GHOSH, DGM (CIVIL), BANGALORE INTL. AIRPORT

SOWMIYAN P, DGM (CIVIL), CHENNAI

KRISHNAN V, DGM (CIVIL), HQ, CHENNAI

ATISH LAXMAN NAIK DESSAI, DGM (BUSINESS DEVELOPMENT), MUMBAI - CIDCO

PATEL SHAILESHKUMAR AMBALAL, CLUSTER EHS MANAGER, MUMBAI

VIVEK JAIN, CLUSTER ACCOUNTS MANAGER (DELHI & LUCKNOW), DELHI

VILAS ARVIND PILLAI, DGM(O&M), VADODARA STATUE OF UNITY

KATAMREDDI SRINU, DGM (PROCUREMENT), BANGALORE

CHANDRASEKARAN P, HEAD - HR SERVICES, HQ, CHENNAI

RANGANATHAN LA, DGM (P&M), CHENNAI

GANESHKUMAR P, DGM (CIVIL), OMAN

LAKSHMI NARAYANAN S, HEAD - ROBOTICS, HQ, CHENNAI

DILLIBAI G, CHIEF ARCHITECT, HQ, CHENNAI

ASHIT KUNDU, DGM (MECH)–QA/QC, BANGALORE INTL. AIRPORT

VISWANATHAN AR, SR.MANAGER (PROCUREMENT), SRILANKA

JASON VINOD KUMAR V, SR.CONSTRUCTION MANAGER (CIVIL), SRILANKA

RAUT SHEKHAR MADHUKAR, SR.MANAGER (CIVIL), MUMBAI - CIDCO

KALAIMANI M, SR.MANAGER (P&M), MUMBAI

NEEDHIRAJAN S, SR.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT

BALAMURUGAN R, SR.CONSTRUCTION MANAGER (CIVIL), BANGALORE

NARAYANA CHOWDARY P, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI

SUDHAKAR PRASAD D, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI

CHANDRAMOHAN P, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI

JAYARAM V, SR.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI

ASHIM GUPTA, PROCUREMENT INCHARGE (NORTH), DELHI

THARUN ISAAC THOMAS, SR.CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT

NAGARAJAN V, SR.CONSTRUCTION MANAGER (MECH), CHENNAI

ARUNKUMAR S, SR.CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT

SENTHIL KUMAR S, SR.CONSTRUCTION MANAGER (MECH), HQ, CHENNAI

PANKAJ SRIVASTAVA, SR.CONSTRUCTION MANAGER (CIVIL), DELHI

SARAVANAN H, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI

UDAY PRAKASH SHARMA, SR.MANAGER (ACCOUNTS), CHENNAI

RISHI DEO SINGH YADAV, PROJECT MANAGER, AHMEDABAD

RAVIKUMAR G, SR.CONSTRUCTION MANAGER (CIVIL), HYDERABAD INTL. AIRPORT

SOUBHAGYA RANJAN MOHANTY, SR.MANAGER - BUSINESS DEVELOPMENT (UAE & KSA), UAE

VABILISETTI G LAVANYA, SR.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI

SANTOSH KUMAR SHUKLA, SR.CONSTRUCTION MANAGER (QA/QC), DELHI

ASHWNI KUMAR DUBEY, SR.CONSTRUCTION MANAGER (QA/QC), DELHI

PRABHUNE JAYANT PRABHAKAR, SR.CONSTRUCTION MANAGER (QA/QC), MUMBAI - CIDCO

DR.SHIV SHANKER R, SR.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
MANORANJAN, SR.CONSTRUCTION MANAGER (ELEC), SAUDI
SURYAWANSHI SACHIN SHANKARRAO, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI
BAMNOTE SAGAR GOPAL, SR.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
MALIM DILJEET SANOBAR, SR.CONSTRUCTION MANAGER (ELEC), MUMBAI
LAKSHMISATEESH CV, SR.CONSTRUCTION MANAGER (ELEC), BANGALORE INTL. AIRPORT
MITHUN ALEX, SR.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
SURESH, SR.CONSTRUCTION MANAGER (CIVIL), HYDERABAD INTL. AIRPORT
VISWANADHAM PVS, SR.MANAGER (ADMINISTRATION), MAHSR
SANJEEV KUMAR SHARMA, SR.CONSTRUCTION MANAGER (CIVIL), DELHI
SUMANTA CHATTERJEE, SR.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
JITENDRA KUMAR, SR.CONSTRUCTION MANAGER (CIVIL), VIJAYAWADA
PRATHAPSANKAR M, SR.MANAGER (MECH), HQ, CHENNAI
MOHAN BABU R, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
SANJIB ROY, SR.MANAGER (ACCOUNTS), MOTERA
SAKTHI SARAVANAN R, SR.CONSTRUCTION MANAGER (CIVIL), QATAR
UDAYA KUMAR ANGADI, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI
KEKARE CHETAN, SR.CONSTRUCTION MANAGER (CIVIL), SRILANKA
MUNJETI GOPALA KRISHNA, SR.CONSTRUCTION MANAGER (MECH), CHENNAI
ALAN CRASTA, SR.CONSTRUCTION MANAGER (MECH), QATAR
SUMANTH J, SR.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
MAHALAKSHMI S, SR.MANAGER - TALENT DEVELOPMENT, HQ, CHENNAI
NANDA KUMAR PS, SR.MANAGER (CIVIL), CHENNAI
VITTAL P CHAVADANNANAVAR, SR.CONSTRUCTION MANAGER (CIVIL), BANGALORE

VIJAYA KUMARA HV, SR.CONSTRUCTION MANAGER (CIVIL), DELHI
FAHIM PARVEZ C, SR.CONSTRUCTION MANAGER (CIVIL), VIJAYAWADA
VEERAKUMAR S P, SR.CONSTRUCTION MANAGER (CIVIL), DELHI
CHOCKALINGAM S, SR.CONSTRUCTION MANAGER (CIVIL), SAUDI
MATHESWARAN P, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
JAGADISH NLN, SR.ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
REEGAN PAULSINGH D, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
BASKARAN M, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI
SRINIVASAN T, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
PATIL ISHWAR PANDHARI, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
RAMACHANDRAN N, SR.CONSTRUCTION MANAGER (MECH), QATAR
GOPALAKRISHNAVEL D, SR.CONSTRUCTION MANAGER (CIVIL), SAUDI
SONAWANE BHAIYASAHEB ARUN, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI
INDUMATHI M, SR.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
KAPIL RAMKISHOR JAISWAL, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI
MANISH KUMAR TIWARI, SR.CONSTRUCTION MANAGER (CIVIL), DELHI
SURESH J, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
SUTHAR MAHESHKUMAR BHAILALBHAI, SR.CONSTRUCTION MANAGER (CIVIL), AHMEDABAD
BALANI PRAVIN HASSANAND, SR.MANAGER (CIVIL), MUMBAI
AMIT KUMAR SIRGER, SR.CONSTRUCTION MANAGER (QA/QC), JHARKHAND
MD TALIB HUSSAIN, SR.MANAGER (ELEC), DELHI
VEER SINGH SARNA, SR.CONSTRUCTION MANAGER (MECH), DELHI
VIKRANT DAGAR, REGIONAL HR MANAGER - NORTH, DELHI
BHAWNA VERMA, SR.MANAGER - HR (INTERNATIONAL), NOIDA
SHAIKH ASAIF IQBAL SHAIKH ABDUL RASHEED, SR.ENGINEERING MANAGER (CIVIL), MUMBAI

SAISRINIVAS V, SR.CONSTRUCTION MANAGER (MECH), HYDERABAD INTL. AIRPORT
RAMACHANDRA SA, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI - CIDCO
MUTHAZHAGAN M, SR.MANAGER (CIVIL), HQ, CHENNAI
ANKIT MAHAJAN, SR.MANAGER (PLANNING), AHMEDABAD
SIVA SUBRAMANIAN A, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI
NANDAN KUMAR SINHA, SR.MANAGER (HVAC), JHARKHAND
S.R. VADIVELU, SR.MANAGER (EHS), BANGALORE
DESHMUKH SWAPNIL PADMAKAR, SR.CONSTRUCTION MANAGER (CIVIL), MUMBAI
MUTHUKUMAR AE, SR.MANAGER (PLANNING), MUMBAI
ANIRUDDHA MODAK CHOWDHURY, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI
PARAMESHWARAN V S, SR.MANAGER (GEOTECHNICAL), EDRC - HQ, CHENNAI
MATHEW ANTHONY BABU, SR.MANAGER (EHS), CHENNAI
DILIP KUMAR MANDAL, SR.CONSTRUCTION MANAGER (MECH), MUMBAI
SHANMUGA VADIVU T, SR.MANAGER (ELEC), HQ, CHENNAI
DARSAN DEVDAS, SR.CONSTRUCTION MANAGER (MECH), MUMBAI
SHRIKUMAR P, SR.ENGINEERING MANAGER (MECH), BANGALORE INTL. AIRPORT
TARUN CHANDRA, SR.CONSTRUCTION MANAGER (QA/QC), DELHI
RINKU KUMAR SHARMA, SR.CONSTRUCTION MANAGER (ELEC), DELHI INTL. AIRPORT
BRIJESH MANUJA, SR.CONSTRUCTION MANAGER (ELEC), DELHI
BANKAR SUNIL ARUNRAO, SR.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
SUSHIL DONGRE, SR.CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
HEMANTH KUMAR O, SR.MANAGER (P&M), MUMBAI
DIGVIJAY SINGH, SR.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
MANIKANDAN S, SR.CONSTRUCTION MANAGER (MECH), DELHI
BHAVANI M, SR.PRINCIPAL ARCHITECT, EDRC - HQ, CHENNAI
SIBAJI HAJRA, SR.PRINCIPAL ARCHITECT, DELHI
VENKATAPADMANABHAN N, SR.CONSTRUCTION MANAGER (MECH), SRILANKA

SHANTHALA VIDYADHAR, SR.MANAGER (INDIRECT TAXES), BANGALORE INTL. AIRPORT
ASHUTOSH KUMAR SINGH, SR.CONSTRUCTION MANAGER (CIVIL), LUCKNOW
ANUPAM BERA, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
BALAJI R, SR.CONSTRUCTION MANAGER (CIVIL), CHENNAI
UMAMAHESWARAN V, SR.MANAGER (CIVIL), HQ, CHENNAI
LANKA VENKATARATNAM, SR.CONSTRUCTION MANAGER (CIVIL), BANGALORE
ANNAMALAI G, SR.CONSTRUCTION MANAGER (CIVIL), SAUDI
THIYAGARAJAN P, CONSTRUCTION MANAGER (MECH), SAUDI
SHAMEER CS, MANAGER (P&M), CHENNAI
SHEKHAR MUKHERJEE, CONSTRUCTION MANAGER (MECH), JHARKHAND
SELVA GANAPATHY S, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
P CH SIVA KUMAR P, CONSTRUCTION MANAGER (CIVIL), MUMBAI
PATIL ROHAN KASHINATH, CONSTRUCTION MANAGER (MECH), MUMBAI - CIDCO
ABHISHEK MITRA, CONSTRUCTION MANAGER (MECH), DELHI
NILESHKUMAR JAGADISH PANDE, CONSTRUCTION MANAGER (CIVIL), MUMBAI
KAVITHA M, MANAGER (PROCUREMENT), HQ, CHENNAI
VALLI KUMAR DUMPA DV, CONSTRUCTION MANAGER (CIVIL), CHENNAI
GIRASE MIHRSINH DARBAR SINH, CONSTRUCTION MANAGER (CIVIL), MUMBAI
SAYANTAN NATH, CONSTRUCTION MANAGER (CIVIL), JHARKHAND
JAGABANDU VIJAYADURGADAS, CONSTRUCTION MANAGER (MECH), CHENNAI
GANESH PRABU M, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
BAWANKAR PRAKASH JAYRAM, CONSTRUCTION MANAGER (CIVIL), MUMBAI
RAJNEESH PALTA, CONSTRUCTION MANAGER (CIVIL), DELHI
KAMAL S, MANAGER (CIVIL), HQ, CHENNAI
SRI KALYAN KORIPPELLA, CONSTRUCTION MANAGER (CIVIL), CHENNAI
MUTKULE SHARAD DATTATRAY, MANAGER (EHS), MUMBAI

PINGALE NITIN RAJARAM, MANAGER (EHS), MUMBAI - CIDCO
PANKAJ KUMAR, CONSTRUCTION MANAGER (CIVIL), MUMBAI
KEDARE SHEETAL RAMESH, MANAGER (CIVIL), BANGALORE
GIRISH KUMAR HOTTA, CONSTRUCTION MANAGER (CIVIL), KOLKATA
GANESH BABU KS, CONSTRUCTION MANAGER (CIVIL), CHENNAI
KAMALRAJ V, CONSTRUCTION MANAGER (CIVIL), BANGALORE
RAMESH KUMAR, CONSTRUCTION MANAGER (MECH), DELHI INTL. AIRPORT
POTNURU RAVI KUMAR, MANAGER (ACCOUNTS), CHENNAI
SATHEESH KUMAR R, CONSTRUCTION MANAGER (ELEC), UAE
DEBABRATA MANDAL, MANAGER (CIVIL), KOLKATA
MURUGAN VM, CONSTRUCTION MANAGER (MECH), BANGALORE INTL. AIRPORT
KAILAS SAHU, CONSTRUCTION MANAGER (CIVIL), KOLKATA
KRUPASINDHU NAYAK, CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
SUJOY HALDAR, CONSTRUCTION MANAGER (CIVIL), KOLKATA
BHARADWAJ SUSHIL ANANTANARAYAN, PRINCIPAL ARCHITECT, MOTERA
JOYDEEP MUKHERJEE, ENGINEERING MANAGER (MECH), DELHI
Adusumilli Anil Kumar, CONSTRUCTION MANAGER (ELEC), CHENNAI
MEENAKSHI SUNDARI A, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
VISHNU PAL, CONSTRUCTION MANAGER (CIVIL), MAHSR
SIVAKUMAR P, CONSTRUCTION MANAGER (ELEC), CHENNAI
CHARATE SHREYANS RAMESH, MANAGER (CIVIL), HQ, MUMBAI
Dr.K.M.Nanthan, MANAGER (PLANNING), CHENNAI
ANAND R, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
ANKUSH KUMAR VERMA, CONSTRUCTION MANAGER (CIVIL), KOLKATA
SANDEEP A V, CONSTRUCTION MANAGER (ELEC), CHENNAI
PRAKASH, PRINCIPAL ARCHITECT, EDRC - HQ, CHENNAI
MAHARAJAN N, CONSTRUCTION MANAGER (QA/QC), QATAR
BATHULA SURYATEJA, CONSTRUCTION MANAGER (CIVIL), HQ, CHENNAI
SENTHIL KUMAR S, CONSTRUCTION MANAGER (CIVIL), DELHI

LOGANATHAN R, PRINCIPAL ARCHITECT, EDRC - HQ, CHENNAI
JEGAN R, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
MANOAH M, CONSTRUCTION MANAGER (MECH), CHENNAI
STALIN AROCKIA SAHAYARAJ J, CONSTRUCTION MANAGER (CIVIL), BANGALORE
SIVAKUMAR M, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
SRIRAM S, MANAGER (PLANNING), CHENNAI
SANDIP PAL, CONSTRUCTION MANAGER (CIVIL), SAUDI
PATIL KULDEEP VITHOBA, MANAGER (PLANNING), BANGALORE
PRADEEP S, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
DEEPAK BHARADWAJ S, MANAGER (ELEC), HQ, CHENNAI
SHAILESH KEJRIWAL, MANAGER (CIVIL), HQ, CHENNAI
SANDHYA GANESH, MANAGER (CIVIL), HQ, CHENNAI
PANDE AMOL VARDHAMAN, CONSTRUCTION MANAGER (MECH), MUMBAI
VIJAY KUMAR PUROHIT, MANAGER (ACCOUNTS), NOIDA
P RAMACHANDRA REDDY K, CONSTRUCTION MANAGER (CIVIL), VIJAYAWADA
SATYA JYOTI SARKAR, PRINCIPAL ARCHITECT, BANGALORE INTL. AIRPORT
Shriram N., MANAGER (ACCOUNTS), HQ, CHENNAI
DR. SREENATH S, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
SRINATH K, MANAGER (MECHANICAL), OMAN
DIPANKAR DEB, MANAGER (PLANNING), JHARKHAND
SARAVANAN S, MANAGER (MEP), CHENNAI
SWAPNA SAGAR PIKALE, PRINCIPAL ARCHITECT, MUMBAI
RAJESHKANNAN T, CONSTRUCTION MANAGER (ELEC), MAHSR
KRISHNAMURALI R, CONSTRUCTION MANAGER (MECH), MUMBAI
RAMAMOORTHY R, MANAGER (MECH), BANGALORE INTL. AIRPORT
MAHESH KUMAR K, CONSTRUCTION MANAGER (MECH), FW, PONDY
IMMANUEL JAYAKUMAR, CONSTRUCTION MANAGER (ELEC), DELHI INTL. AIRPORT
ROHIT KUMAR, CONSTRUCTION MANAGER (CIVIL), DELHI
GARGI PARUI, ENGINEERING MANAGER (CIVIL), JHARKHAND
KUPPUSAMY, CONSTRUCTION MANAGER (MECH), CHENNAI

KUMAR S, CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
KANIKA, MANAGER (PROCUREMENT), DELHI
Rupam Ghoshal, CONSTRUCTION MANAGER (CIVIL), MUMBAI
KESAVAN K, CONSTRUCTION MANAGER (CIVIL), MAURITIUS
Issac Emmanuel, MANAGER (SYSTEMS), MUMBAI
THASTHAHEER MY, MANAGER (CIVIL), OMAN
SANGAVAI A, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
PALANIVEL B, MANAGER (STORES), HQ, CHENNAI
SUDHAKAR P, MANAGER (INDUSTRIAL RELATIONS), CHENNAI
JEEVANANDAM A, CONSTRUCTION MANAGER (CIVIL), BANGALORE
RAMKUMAR S, CONSTRUCTION MANAGER (CIVIL), DELHI
SURESH P, CONSTRUCTION MANAGER (CIVIL), BANGALORE
BINU BABU, CONSTRUCTION MANAGER (MECH), CHENNAI
PATIL PRITAM KUMAR JAGDISH, MANAGER (GEOLOGIST), MUMBAI - CIDCO
NARESH V, MANAGER (CIVIL), MUMBAI - CIDCO
RAJIB GHOSH, CONSTRUCTION MANAGER (MECH), KOLKATA
NILESH KUMAR, MANAGER (MECH), KOLKATA
KHAJAN SINGH, MANAGER (QA/QC), DELHI
AVINASH KUMAR TIWARI, CONSTRUCTION MANAGER (MECH), DELHI
HARINE T, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
VISAL R, PRINCIPAL ARCHITECT, BANGALORE
AMITABH KUMAR SHARMA, MANAGER (ACCOUNTS), LUCKNOW
RAMESH KANNA KPR, CONSTRUCTION MANAGER (MECH), MUMBAI - CIDCO
KULKARNI NITIN BALASAHEB, MANAGER (ACCOUNTS), MUMBAI
DIPENDER SINGH, MANAGER (STORES), DELHI
EZHILRAJA D, MANAGER (ACCOUNTS), HQ, CHENNAI
NIMAI CHARAN BARICK, MANAGER (STORES), KOLKATA
ACHYUTANANDA PATI, CONSTRUCTION MANAGER (CIVIL), MUMBAI - CIDCO
RAJESH J, CONSTRUCTION MANAGER (CIVIL), DELHI
HABEEBUR RAHMAN AH, CONSTRUCTION MANAGER (CIVIL), BANGALORE

JAISWAL SACHIN SHYAMLALJI, CONSTRUCTION MANAGER (CIVIL), MUMBAI
MAGESH RAM S, CONSTRUCTION MANAGER (CIVIL), DELHI
ABHAY KUMAR MISRA, CONSTRUCTION MANAGER (CIVIL), DELHI
MANOJA KUMAR BADAPANDA, MANAGER (STORES), DELHI
ARUNKUMAR P, MANAGER (CIVIL), CHENNAI
CHARMS THOMAS, MANAGER (MECH), CHENNAI
VINODH R, ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
DIVYA N, MANAGER (ACCOUNTS), HQ, CHENNAI
ALWIN Y JINO, ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
SINGH SAURABH SHOBHANATH, CONSTRUCTION MANAGER (MECH), CHENNAI
SHILPA VOHRA, MANAGER (ELEC), GURGAON
SUNKARA SAI SABAREESH, MANAGER (CIVIL), BANGALORE INTL. AIRPORT
CLINTON VICTOR GOMES, CONSTRUCTION MANAGER (CIVIL), CHENNAI
VINAY, CONSTRUCTION MANAGER (MECH), LUCKNOW
RUDREGOWDA K M, MANAGER (CIVIL), BANGALORE INTL. AIRPORT
CHAPATWALA PRATIK MANOJKUMAR, MANAGER (MECH), VADODARA STATUE OF UNITY
RAMESHBABU SIKAKOLLU, MANAGER (QA/QC), HYDERABAD INTL. AIRPORT
SAREYU KS, PRINCIPAL ARCHITECT, BANGALORE INTL. AIRPORT
ATUL DAS, CONSTRUCTION MANAGER (CIVIL), KOLKATA
KAKINADA SANTHOSH KUMAR, CONSTRUCTION MANAGER (MECH), CHENNAI
VISHAL KUMAR, MANAGER (CIVIL), MUMBAI - CIDCO
NAVEEN NANDIWAL, CONSTRUCTION MANAGER (CIVIL), DELHI
ASHOK CHAUHAN, MANAGER (MECH), OMAN
DHASARATHAN A, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
GOGINENI SANDEEP, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
PAVAN KUMAR PASUMARTHI, ENGINEERING MANAGER (ELEC), HYDERABAD INTL. AIRPORT

ANSHUMAN SAMANTARAY, CONSTRUCTION MANAGER (MECH), MUMBAI
 BIPRAJIT SAHA, CONSTRUCTION MANAGER (CIVIL), KOLKATA
 BHARATHWAJ V, MANAGER (CIVIL), QATAR
 NAVEEN KUMAR VENKATA TATIPUDI, CONSTRUCTION MANAGER (MECH), CHENNAI
 SUDIPTA DEY, MANAGER (ELEC), JHARKHAND
 BISWADEEP MITRA, CONSTRUCTION MANAGER (ELEC), MUMBAI
 DEBRAJ JANA, MANAGER (MECH), JHARKHAND
 SINDHU D, MANAGER (HR), CHENNAI
 PRATIP BISWAS, MANAGER (CIVIL), MUMBAI
 YAMI KULSHRESTHA, MANAGER (HR), DELHI INTL. AIRPORT
 PRAVEEN KUMAR R, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 KRISHNARAM V, MANAGER (CIVIL), DELHI
 BALAMURUGAN R, MANAGER (ACCOUNTS), CHENNAI
 SURESH KK, CONSTRUCTION MANAGER (MECH), QATAR
 DUDHAL NILESH APPASAHEB, CONSTRUCTION MANAGER (CIVIL), MAHSR
 BATLANKI N K L ALEKHYA, MANAGER (PLANNING), CHENNAI
 SASIKUMAR S, MANAGER (EHS), BANGALORE INTL. AIRPORT
 PARNITA DIXIT, PRINCIPAL ARCHITECT, GURGAON
 VANDHANA V, MANAGER (CIVIL), HQ, CHENNAI
 MURE JAYADEEP REDDY, MANAGER (CIVIL), HQ, CHENNAI
 VISHVENDRAM PRATAP SINGH, MANAGER (CIVIL), DELHI INTL. AIRPORT
 PRASHANT PANKAJ, MANAGER (CIVIL), LUCKNOW
 ATLA PRASANTH, CONSTRUCTION MANAGER (CIVIL), HQ, MUMBAI
 SERAKULA SREEDHAR GOUD, CONSTRUCTION MANAGER (CIVIL), VIJAYAWADA
 DEVARAJ, MANAGER (CIVIL), MUMBAI
 ASHA JAMES, MANAGER & EXECUTIVE ASSISTANT TO SR.EXE. VICE PRESIDENT, HQ, CHENNAI
 YASHWANTH SAI K, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 RAJKUMAR S, MANAGER (CIVIL), HQ, CHENNAI

PRASANNA MS, CONSTRUCTION MANAGER (CIVIL), BANGALORE
 DINESH KUMAR M, MANAGER (CIVIL), HQ, CHENNAI
 TUSHAR SARASWAT, MANAGER (P&M), DELHI
 SIVARANJANI T, MANAGER (CIVIL), HQ, CHENNAI
 RAJASEKAR V, CONSTRUCTION MANAGER (CIVIL), CHENNAI
 ADITYA VARANASI, MANAGER (ACCOUNTS), QATAR
 TIRUVAIPATI PAVAN KUMAR, MANAGER (CIVIL), CHENNAI
 KAMALNATH D, MANAGER (ELEC), CHENNAI
 CROSBY P, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
 ALEXANDER M, CONSTRUCTION MANAGER (ELEC), BANGALORE INTL. AIRPORT
 SHINGADE BHUSHAN DHARAMPAL, MANAGER (CIVIL), HQ, CHENNAI
 KAWADE SANDIP LAXMAN, MANAGER (CIVIL), MUMBAI
 CHAKALI RAMA GOVINDU, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 SHUBHAM AGNIHOTRI, MANAGER (P&M), DELHI
 MANIKANDAN V, MANAGER (P&M), MUMBAI
 PATIL ANIKET BAJIRAO, CONSTRUCTION MANAGER (CIVIL), MUMBAI
 PENUGONDA V V N M KUMAR, ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
 CHANDANA N, CONSTRUCTION MANAGER (CIVIL), CHENNAI
 SANAT GANGULY, CONSTRUCTION MANAGER (MECH), SRILANKA
 VIJAYASIMHAN M, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 KAPIL KUMAR SHARMA, MANAGER (MATERIALS), DELHI
 CHANDRASEKAR S, ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
 HEMANT KUMAR JALUKA, CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
 VISHAL SIMHA A, ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 FASI AHMED MOHAMMED, MANAGER (HR), HQ, CHENNAI
 NAGARJUNA REDDY C, CONSTRUCTION MANAGER (ELEC), DELHI INTL. AIRPORT
 SIVARAJAN K, CONSTRUCTION MANAGER (CIVIL), MUMBAI -

CIDCO
 SHAH DEVANSHI DHIRENBHAI, MANAGER (CIVIL), MUMBAI
 UMAPATHI P, MANAGER (ACCOUNTS), OMAN
 R BALACHANDER, MANAGER (HR), HQ, CHENNAI
 ASHISH KUMAR, MANAGER (CIVIL), HQ, CHENNAI
 PRAVEEN KUMAR R, MANAGER (CIVIL), MUMBAI - CIDCO
 P MURALI, MANAGER (MEP), VIJAYAWADA
 STANLEY JOSEPH, MANAGER (QA/QC), BANGALORE INTL. AIRPORT
 KAKADE SUNIL LAXAMANRAO, CONSTRUCTION MANAGER (CIVIL), JHARKHAND
 CHINTALA A S S JAGADISH, MANAGER (ELEC), CHENNAI
 NAVEEN A, MANAGER (SYSTEMS), MUMBAI
 ARUNPRABU S, MANAGER (ADMINISTRATION), CHENNAI
 MANOHARAN R, MANAGER (STORES), FW, PONDY
 GANAPATHI M, CONSTRUCTION MANAGER (MECH), HYDERABAD INTL. AIRPORT
 ANITHA N, CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
 RAVINDRA NATH MAURYA, MANAGER (INDUSTRIAL RELATIONS), DELHI
 HEMADRI N, ASST.CONSTRUCTION MANAGER (MECH), CHENNAI
 MANIKANDAN V, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 BHUVANESWARI V, ASST. MANAGER (ADMIN), HQ, CHENNAI
 ALAGARSAMY B, INSTRUCTOR (BAR BENDING), MUMBAI
 BHARTENDU RANA, ASST.MANAGER (ADMINISTRATION), BANGALORE
 PATEL JAYESHKUMAR DITABHAI, ASST. CONSTRUCTION MANAGER (MECH), CHENNAI
 SATHISH, ASST.ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
 RANGARAJU SIVARAMAN, ASST.MANAGER (CIVIL), OMAN
 CHITHRA G, ASST. MANAGER (ADMIN.), HQ, CHENNAI
 THAMIZHMANI K, ASST.CONSTRUCTION MANAGER (MECH), CHENNAI
 ASIM HAZRA, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
 MIDHUN MOHAN MP, ASST.MANAGER (P&M), BANGALORE

AMLAN DE, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
 SHAH NIRAV SHASHIKANT, ASST.MANAGER (ACCOUNTS), MUMBAI
 SUNIL GOUTHAM GUNTU, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI
 ARAVIND KUMAR R, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
 GIRIDHAR GUPTA CH V, ASST.MANAGER (ACCOUNTS), CHENNAI
 MD. FAIZAL GH, ASST.CONSTRUCTION MANAGER (CIVIL), HMRL
 RANJIT M, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
 PANKAJ SINGH, ASST. MANAGER (ACCOUNTS), LUCKNOW
 ARUN KUMAR P, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 SURESH S, ASST.ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
 RANGANAYAKULU D, ASST.MANAGER (ACCOUNTS), CHENNAI
 TALISSETTI MAHESWARA RAO, ASST.MANAGER (STORES), VIJAYAWADA
 PARWEZ AHMAD KHAN, ASST.MANAGER (IR), DELHI
 NIKHIL SHARMA, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
 PATKAR SUDHIR SURESH, ASST.ENGINEERING MANAGER (CIVIL), MUMBAI - CIDCO
 YASHODHA S, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
 PRADEEP KUMAR, ASST.CONSTRUCTION MANAGER (MECH), DELHI
 SEETHALAKSHMI D, ASST.CONSTRUCTION MANAGER (ELEC), CHENNAI
 MANIKANDAN P, ASST.MANAGER (QA/QC), BANGALORE
 JOHNSON M, ASST.CONSTRUCTION MANAGER (PLANNING), BANGALORE
 HEMANTH KUMAR REDDY, ASST.MANAGER (HRW), HQ, CHENNAI
 ANTONY FRANCIS S, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
 MD ARMANULLAH, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI

SIVANAGA MUNI REDDY V, ASST.MANAGER (P&M), CHENNAI
 ALBY FRANKLIN V, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
 ABHISHEK KUMAR NIGAM, ASST.MANAGER (SYSTEMS), DELHI
 PRAVIN SAYAJI AVHALE, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
 RATNANAIAK K NAIK, ASST.CONSTRUCTION MANAGER (ELEC), CHENNAI
 BRATIN KR MALLICK, ASST.CONSTRUCTION MANAGER (ELEC), DELHI
 SIDDHARTHA PAUL, ASST.CONSTRUCTION MANAGER (MECH), KOLKATA
 MAINAK BHATTACHARJEE, ASST.CONSTRUCTION MANAGER (ELEC), MUMBAI - CIDCO
 MUDIGE ANJANEYULU, ASST.CONSTRUCTION MANAGER (CIVIL), HQ, CHENNAI
 ASHOK CHAUDHARY, ASST.MANAGER (QA/QC), AHMEDABAD
 SOHAN SAW, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
 RATNADIP GUHA, ASST.MANAGER (QA/QC), JHARKHAND
 ABHISEK BHATTACHARYYA, ASST.CONSTRUCTION MANAGER (ELEC), KOLKATA
 AKSHAY KUMAR BANIK, ASST.CONSTRUCTION MANAGER (ELEC), BANGALORE
 RAJMOHAN R, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
 BHATT UTSAVKUMAR PRASHANTKUMAR, ASST.MANAGER (QA/QC), MOTERA
 SARATHY K, ASST.CONSTRUCTION MANAGER (ELEC), SRILANKA
 THERESA NOVILLA SHEEBA S, ASST.MANAGER (HR), EDRC - HQ, CHENNAI
 TALLAPANENI VC TEJA, ASST.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
 RAGHA SUBRAHMANYA YESHWANTH Y, ASST.MANAGER (EHS), HMRL
 REVANTH REDDY N, ASST.CONSTRUCTION MANAGER (FINISHES), VIJAYAWADA
 SAMBO MANNA, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
 DEEPENDRA SINGH, ASST.CONSTRUCTION MANAGER (FORMWORKS), MUMBAI - CIDCO

ABHISHEK KUMAR SINGH, ASST.CONSTRUCTION MANAGER (PLANNING), KOLKATA
 NAVONIL BISWAS, ASST.CONSTRUCTION MANAGER (CIVIL), HYDERABAD INTL. AIRPORT
 KRISHNA KUMAR D, ASST.CONSTRUCTION MANAGER (ELEC), HQ, MUMBAI
 ARUNANGSHU BHOWMICK, ASST.CONSTRUCTION MANAGER (CIVIL), KOLKATA
 SHIVAM SRIVASTAVA, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
 MADDHI NAGA DURGA RAJA SEKHAR, ASST.CONSTRUCTION MANAGER (MECH), BANGALORE INTL. AIRPORT
 RAVIKESH KUMAR ATUL, ASST.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
 BISWANATH CHARAN, ASST.ENGINEERING MANAGER (CIVIL), DELHI INTL. AIRPORT
 SANKHAPALLAB DAS, ASST.ENGINEERING MANAGER (ELEC), EDRC - HQ, CHENNAI
 NAVEEN CHANDER S, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 ARAVAPALLI ASHOK, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI - CIDCO
 ADAPA V N DURGAPRASAD, ASST.MANAGER (QUANTITY SURVEY), MUMBAI
 SHEETAL BEHERA, ASST.MANAGER (CIVIL), HQ, CHENNAI
 ROHIT RAGHWENDRA TIWARI, ASST.MANAGER (CIVIL), DELHI
 MANOJ VICTOR M, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
 UMAR BELAL, ASST.MANAGER (CIVIL), HQ, CHENNAI
 JHA SAURAVKUMAR BHASHKAR, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
 VINIT, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
 MOHAMMED UMAR Z, ASST.MANAGER (CIVIL), HQ, CHENNAI
 ARULRAJ S, ASST.ENGINEERING MANAGER (MECH), DELHI INTL. AIRPORT
 NAGA LAKSHMI M, ASST.CONSTRUCTION MANAGER (MECH), MUMBAI - CIDCO
 PUJARA DARSHAN HIMMATBHAI, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI

RAHUL CHANDRASHEKAR, ASST.ENGINEERING MANAGER (CIVIL), MUMBAI
 NALLASIVAM R, ASST.MANAGER (CIVIL), HQ, CHENNAI
 NELLURI SUMANKANTH, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 SHREYANSH KOTHARI, ASST.CONSTRUCTION MANAGER (MECH), LUCKNOW
 SHRIKANT PANDEY, ASST.MANAGER (MEP), MUMBAI
 KAMARAJ RAMANATHAN, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI - CIDCO
 SASIKUMAR SELVARAJ, ASST.MANAGER (FORMWORKS), HQ, CHENNAI
 RAGHAVENDRA M, ASST.MANAGER (ACCOUNTS), CHENNAI
 VINODH T, ASST.CONSTRUCTION MANAGER (ELEC), SRILANKA
 SATHIYAMOORTHY P, ASST.MANAGER (ACCOUNTS), CHENNAI
 ARPAN BHOWMICK, ASST.MANAGER (IR), KOLKATA
 SRINIVAS A, ASST.MANAGER (IR), CHENNAI
 JHULAN CHAKRABORTY, ASST.CONSTRUCTION MANAGER (QUANTITY SURVEY), CHENNAI
 PATIL VINAYAK DATTATRAYA, ASST. MANAGER (EHS), AHMEDABAD
 SASIKUMAR R, ASST.MANAGER (MECH), FW, PONDY
 BHARTI KM, ASST.CONSTRUCTION MANAGER (MECH), NOIDA
 CHARLES P, ASST.MANAGER (CIVIL), HQ, CHENNAI
 MUTHU PANDI B, ASST.MANAGER (EHS), DELHI
 DINESH KUMAR KESHARWANI, ASST.CONSTRUCTION MANAGER (MECH), CHENNAI
 ASOKKUMAR R, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
 ULAGANATHAN T, ASST.MANAGER (ACCOUNTS), HYDERABAD INTL. AIRPORT
 NAVEEN KRISHNA C, ASST. MANAGER (ADMINISTRATION), HQ, CHENNAI
 GUPTA RAVI SHAMBUPRASAD, ASST.MANAGER (ACCOUNTS), MUMBAI
 MALAY GHATAK, ASST.MANAGER (EHS), KOLKATA
 RAMANJINEYULU R, ASST.MANAGER (ACCOUNTS), BANGALORE
 MANOJ M S, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI

SUBHANKAR DUTTA, ASST.CONSTRUCTION MANAGER (CIVIL), KOLKATA
 NEHA, ASST.MANAGER (CIVIL), DELHI
 MADHUSUDANA M, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
 RAHUL DEY, ASST.CONSTRUCTION MANAGER (CIVIL), KOLKATA
 HARIKUMAR K, ASST.CONSTRUCTION MANAGER (CIVIL), HQ, CHENNAI
 BISWAJIT KARMAKAR, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
 SUDIPTA KUMAR MISHRA, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
 SATYAJIT SARKAR, ASST.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
 ASIM KUMAR SI, ASST.CONSTRUCTION MANAGER (CIVIL), KOLKATA
 PRASHANT KUMAR GUPTA, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
 UMAMAHESWARAN A, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
 BALAJI E, ASST.MANAGER (MECH), CHENNAI
 MANVINDER SINGH, ASST.CONSTRUCTION MANAGER (CIVIL), GURGAON
 UGENDRAN S, ASST.MANAGER (ACCOUNTS), DELHI
 KARTHICK G, ASST.MANAGER (MECH), CHENNAI
 ABHISHEK M P, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
 RAJDEEP BANIK, ASST.CONSTRUCTION MANAGER (CIVIL), KOLKATA
 RAMANATH SUBUDHI, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
 SUJIL BABU T S, ASST.CONSTRUCTION MANAGER (ELEC), MUMBAI
 VIGNESH R, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
 JAGADEESH R, ASST.CONSTRUCTION MANAGER (CIVIL), SAUDI
 MAHESHA, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
 SAGAR KUMAR DASH, ASST.CONSTRUCTION MANAGER (CIVIL), JHARKHAND
 KULDEEP, ASST.MANAGER (MECH), DELHI

SHANKAR LAL KESHARVANI, ASST.MANAGER (MECH), AHMEDABAD
GORI SHANKAR, ASST.MANAGER (MECH), MUMBAI
NIMITH P, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE INTL. AIRPORT
RAHUL GUPTA, ASST.CONSTRUCTION MANAGER (ELEC), KOLKATA
VINAYAGAM E, ASST.ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
SOUMYA CHAKRABORTY, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
P MUTHU KUMAR, ASST.MANAGER (MECH), BANGALORE
AMIT DAS, ASST.MANAGER (STORES), MUMBAI
SANJAY KUMAR HALDAR, ASST.MANAGER (IR), MUMBAI
PANDIYARAJA M, ASST.CONSTRUCTION MANAGER (MECH), CHENNAI
SURAJIT DINDA, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
NARENDHRAN R, ASST.CONSTRUCTION MANAGER (ELEC), MUMBAI
ANANTHAN R, ASST.CONSTRUCTION MANAGER (CIVIL), HYDERABAD INTL. AIRPORT
MATHANAGOPALAN M M, ASST.CONSTRUCTION MANAGER (FORMWORKS), DELHI
NARASIMHAN S K, ASST.MANAGER (ELEC.), BANGALORE
SIDDHANT SHARMA, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
VANSHAJ FOTEDAR, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
SUSHANT CHOUDHARY, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
NAKKA SIVA RAM CHANDU, ASST.CONSTRUCTION MANAGER (CIVIL), CHENNAI
SOMESHWARAN V, ASST.MANAGER (CIVIL), CHENNAI
MONIKA SINGH, ASST.MANAGER (EHS), DELHI INTL. AIRPORT
INDULKAR RAJAT RAMCHANDRA, ASST.MANAGER (CIVIL), MUMBAI - CIDCO
KOUSHIK KUMAR RANA, ASST.MANAGER (ACCOUNTS), DELHI

BHAVDEEP SHARMA, ASST.MANAGER (ACCOUNTS), VADODARA STATUE OF UNITY
ROHAN C CHERIYAN, ASST.MANAGER (CIVIL), HYDERABAD INTL. AIRPORT
RISHI PANDEY, ASST.MANAGER (CIVIL), JHARKHAND
SHUBHAM MAHAJAN, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
ANKIT MALIK, SR.ARCHITECT, JHARKHAND
DEEPAK PS, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
NEHA SHARMA, SR.ARCHITECT, EDRC - HQ, CHENNAI
ATUL CHAUDHARY, SR.ARCHITECT, BANGALORE INTL. AIRPORT
KAMAL KISHORE JINDAL, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI - CIDCO
POTHURAJU JESSE ISAAC RICHARDS, ASST.MANAGER (CIVIL), MUMBAI - CIDCO
NAMAN JAIN, ASST.MANAGER (CIVIL), MAHSR
VIKRANT MISHRA, ASST.MANAGER (CIVIL), MOTERA
AYUSHI CHANDANI, SR.ARCHITECT, EDRC - HQ, CHENNAI
AVANEE GARIMA, SR.ARCHITECT, EDRC - HQ, CHENNAI
CHAVVA JAGAN MOHAN REDDY, ASST.CONSTRUCTION MANAGER (CIVIL), QATAR
HITESH THARWANI, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI - CIDCO
ABHISHEK RAGHUWANSHI, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI
SRIRAM PRASATH SJ, ASST.MANAGER (EHS), MUMBAI
JAYASHREE S, ASST.ENGINEERING MANAGER (ENVIRONMENTAL), EDRC - HQ, CHENNAI
RAJASUGANTHA A, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
RAHUL RISHAV, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
NAIK HARSH RAJENDRABHAI, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
JANAKI S, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
DHRUVE JAIN, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
SUSHANT SHEKHAR, ASST.CONSTRUCTION MANAGER (ELEC), DELHI INTL. AIRPORT

SHAIK MOHAMMAD AKHIL, ASST.ENGINEERING MANAGER (MECH), EDRC - HQ, CHENNAI
YEDDALA VENKATA KRISHNAIAH, ASST.ENGINEERING MANAGER (GEOTECH), EDRC - HQ, CHENNAI
VINDHYACHAL SINGH, ASST.MANAGER (WMC), DELHI
YADLA BALA RAJU, ASST.MANAGER (CIVIL), CHENNAI
BANDI PRABHU, ASST.MANAGER (CIVIL), VIJAYAWADA
SUDHA K, ASST.MANAGER (ELEC.), CHENNAI
SANDEEP KUMAR YADAV, ASST.MANAGER (CIVIL), DELHI
AKASH JAISWAL, ASST.MANAGER (CIVIL), CHENNAI
PRAKHAR PORWAL, ASST.CONSTRUCTION MANAGER (CIVIL), DELHI INTL. AIRPORT
RAPTHADU SAI JAYANTH KOUSHIK, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
SUMAN SAURAV, ASST.CONSTRUCTION MANAGER (CIVIL), MUMBAI
AYUSH MAHESHWARI, ASST.ENGINEERING MANAGER (CIVIL), EDRC - HQ, CHENNAI
VIKASH SHRIVASTAVA, ASST.CONSTRUCTION MANAGER (CIVIL), HQ, CHENNAI
SUCHITA POKHARNA, ASST.MANAGER (LEGAL), MUMBAI
RITESH MISHRA, ASST.MANAGER (CIVIL), MUMBAI - CIDCO
P ARCHANA, ASST.MANAGER (PROCUREMENT), HQ, CHENNAI
ARUL MANICKAM V, ASST.MANAGER (MECH), CHENNAI
SWATHI HG, ASST.CONSTRUCTION MANAGER (CIVIL), BANGALORE
UDAYAKUMAR P, EXECUTIVE (ACCOUNTS), CHENNAI
SONU KUMAR, SR.ENGINEER (MECH), CHENNAI
DHAMODHARAN R, SR.DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
VIGNESH I, SR.ENGINEER (MECH), EDRC - HQ, CHENNAI
ALAGAN A, EXECUTIVE (ADMINISTRATION), CHENNAI
PRIYANKAR TEWARY, SR.ENGINEER (CIVIL), JHARKHAND
ROHITASH JANGID, SR.ENGINEER (CIVIL), AHMEDABAD
RAJU, SR.ENGINEER (CIVIL), DELHI
SUKANTA MONDAL, SR.ENGINEER (CIVIL), DELHI
SUDIPTA KUNDU, SR.ARCHITECT, JHARKHAND

SILAMBARASAN S, SR.ENGINEER (CIVIL), BANGALORE
VEERANAN P, SR.ENGINEER (CIVIL), BANGALORE
VINOTH G, SR.DESIGN ENGINEER (CIVIL), EDRC - HQ, CHENNAI
SANGONDA MAGADUM, SR.ENGINEER (CIVIL), BANGALORE
KAREGOUDA M, SR.ENGINEER (CIVIL), MUMBAI
KATHIRAVAN C, SR.ENGINEER (MECH), MUMBAI
SOUMEN NANDY, SR.ENGINEER (CIVIL), KOLKATA
DIPAYAN BOLER, SR.ENGINEER (MECH), KOLKATA
JITHIN JACOB, SR.ENGINEER (ELEC), HYDERABAD INTL. AIRPORT
NAVAKUMAR NJ, EXECUTIVE (ADMINISTRATION), HQ, CHENNAI
MAHENDRAN P, SR.ENGINEER (CIVIL), BANGALORE INTL. AIRPORT
KUNWAR PAL YADAV, SR.ENGINEER (CIVIL), DELHI
BADRILAL LODHA, SR.ENGINEER (CIVIL), AHMEDABAD
ASHOK KUMAR K, SR.ENGINEER (MECH), MUMBAI
VIGNESH R, EXECUTIVE (ADMINISTRATION), HQ, CHENNAI
SAURABH KUMAR TYAGI, SR.ENGINEER (CIVIL), DELHI
CHAUHAN JIGAR ANIL, EXECUTIVE (ADMINISTRATION), MUMBAI
ABHISHEK KUMAR, SR.ENGINEER (CIVIL), DELHI
VISHAL, SR.ENGINEER (CIVIL), DELHI
MANIKANDAN N, EXECUTIVE (ADMINISTRATION), FW, PONDY
SUNIL MEHRA, SR.ENGINEER (QA/QC), DELHI
TATIKONDA SIVAGANESH, EXECUTIVE (ADMINISTRATION), CHENNAI
TENNETI PAVAN KUMAR, EXECUTIVE (ADMINISTRATION), VIJAYAWADA
RAJA KUMARAN R, SR.ENGINEER (QA/QC), MUMBAI
KRISHAN SINGH, EXECUTIVE (ACCOUNTS), DELHI
SADDAM IMTIYAZ SHAIKH, EXECUTIVE (ACCOUNTS), MUMBAI
SUDEEP RANJAN SASMAL, SR.ENGINEER (CIVIL), KOLKATA
VANAJ NARASIMA NARAYANAN P, EXECUTIVE (STORES), DELHI
PRATEEK KATARIA, SR.ENGINEER (EHS), LUCKNOW
THUTHIKA SAI KRISHNA, SR.ENGINEER (EHS), CHENNAI
GOURAV, SR.ENGINEER (EHS), DELHI
SIGATAPU DURGA LOVARAJU, SR.ENGINEER (EHS), HYDERABAD INTL. AIRPORT
PENDEM MOHAN, SR.ENGINEER (CIVIL), CHENNAI

KOUSIK RAJ PANDA, SR.ENGINEER (CIVIL), KOLKATA
 RAJESHWARAN T, SR.ENGINEER (CIVIL), BANGALORE
 KAILASH KUMAR SONI, SR.ENGINEER (CIVIL), CHENNAI
 MAHESH D, SR.ENGINEER (CIVIL), BANGALORE
 BALA SUBRAMANIAN V, SR.ENGINEER (CIVIL), BANGALORE
 HARISH HORAGINAMATH, SR.ENGINEER (CIVIL), BANGALORE
 ARUNABHA CHAKRABORTY, SR.ENGINEER (FORMWORK), MUMBAI - CIDCO
 AYYAPPAN V, SR.ENGINEER (CIVIL), CHENNAI
 SHASHANK DUBEY, SR.ENGINEER (QA/QC), DELHI
 VIKRAM SINGH, SR.ENGINEER (CIVIL), MUMBAI
 DEVENDRA KUMAR, SR.ENGINEER (CIVIL), DELHI INTL. AIRPORT
 SUBIR SANTRA, SR.ENGINEER (CIVIL), KOLKATA
 KEDARE AMIT SHYAM, SR.ENGINEER (CIVIL), MUMBAI - CIDCO
 DIVAKARAN N, SR.ENGINEER (CIVIL), MUMBAI
 DIVYA KHANDELWAL, EXECUTIVE (ACCOUNTS), DELHI
 LOKHANDE SHARAD CHANGDEO, ENGINEER (MECH), AHMEDABAD
 PASALA CHANDRASEKHAR, ENGINEER (CIVIL), CHENNAI
 GOSWAMI PARTHGIRI HARESHGIRI, ENGINEER (P&M), AHMEDABAD
 MANI MURUGAN A, ENGINEER (CIVIL), CHENNAI
 SENTHILKUMAR S, ENGINEER (QA/QC), DELHI INTL. AIRPORT
 LEO STALIN A, ASST.OFFICER (SUPERVISOR), CHENNAI
 RAMU S, ASST.OFFICER (SUPERVISOR), KOLKATA
 RAJESH KUMAR KUSHWAHA, ENGINEER (FORMWORK), DELHI INTL. AIRPORT
 KARAGATIYA KRUNAL KARABHAI, ASST.OFFICER (ADMINISTRATION), AHMEDABAD
 GOWDHAM S, ASST.OFFICER (ACCOUNTS), CHENNAI
 SARAVANAN R, Asst. Officer (ACCOUNTS), CHENNAI
 HELAL MOLLAH, ENGINEER (QA/QC), JHARKHAND
 RAHUL DEBNATH, ENGINEER (CIVIL), JHARKHAND
 MRINAL DOLAI, ENGINEER (MECH)-P&M, KOLKATA
 BHANGE DHANANJAY DINKAR, ENGINEER (MECH), MUMBAI
 KOUSTAV BHATTACHARJEE, ENGINEER (EHS), KOLKATA

PALLAB SAMANTA, ENGINEER (P&M), HYDERABAD INTL. AIRPORT
 PRAJAPATI BRIJ JAGMALBHAI, ENGINEER (EHS), VADODARA STATUE OF UNITY
 ASHUTOSH MISHRA, ENGINEER (CIVIL), DELHI
 ABHISHEK KUMAR, ENGINEER (P&M), DELHI
 KANHAIYA LAL, ENGINEER (EHS), BANGALORE INTL. AIRPORT
 ANSHUMAN SINGH, ENGINEER (ELEC), BANGALORE
 DINESH KUMAR SHAH, ENGINEER (P&M), DELHI
 CHAUHAN HARDIKBHAI SAHDEVBHAI, ENGINEER (P&M), AHMEDABAD
 BIKASH MONDAL, ENGINEER (QA/QC), KOLKATA
 SOMU SARAT CHANDRA, ASST.OFFICER (HR), MUMBAI - CIDCO
 PATEL KAUSHIKKUMAR NARESHKUMAR, ENGINEER (CIVIL), AHMEDABAD

Retirements

NIRANJAN SIMHA, Executive Vice President & Head - Strategic Initiatives, B&F IC, HQ, CHENNAI
 RAJU B S, PROJECT DIRECTOR, BANGALORE INTL. AIRPORT
 ASHOK KUMAR HADIMANI, CLUSTER PROJECT MANAGER - RESIDENTIAL, VIJAYAWADA
 PANKAJ GUPTA, SR.DGM-MEP, DELHI
 ASOKAN S, PROJECT MANAGER, CHENNAI
 MAREESWARAN C, PROJECT MANAGER (B&F), VIJAYAWADA
 INDRAJIT SENGUPTA, SR.MANAGER (EHS), JHARKHAND
 VISHWAJEET PALIT, MANAGER (STORES), DELHI
 MAHESWARAN S, CONSTRUCTION MANAGER (CIVIL), CHENNAI
 ANADI CHARAN MALLICK, GENERAL FOREMAN (CIVIL), HYDERABAD INTL. AIRPORT
 SHIV MANGAL OJHA, FOREMAN-RIGGING, DELHI
 MADHO SINGH KHARAYAT, SENIOR DEMONSTRATOR, DELHI
 BALACHANDRAN, SUPERVISOR (MECH), KOLKATA
 WANDRE GANAPATI APPAYA, GENERAL FOREMAN (CIVIL), MUMBAI
 PANKAJKUMAR R.SHAH, GENERAL FOREMAN (CIVIL), MUMBAI
 PRINCE H, GENERAL FOREMAN (CIVIL), QATAR
 PREMANANTHAN M, GENERAL FOREMAN (CIVIL), CHENNAI
 GAURANGA KUMAR RAHA, GENERAL FOREMAN (CIVIL), KOLKATA
 DEVAN J, INSTRUCTOR, CHENNAI

Heavy Civil Infrastructure IC

New Joiners

V PRABAKARAN, RETAINER, ASST. MANAGER - FAA(STORE), MB-BREAKWATER AT DABHOL
 SHIVESH SHANDILAYA, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.
 CHANDAN PRAKASH MAITY, M1-B, CONSTRUCTION MANAGER - CIVIL, DL-RRTS P3L1
 HIMANSHU, M1-A, ASST. MANAGER - EHS, DL-RRTS P3L1
 NARENDRA MAKAR, M1-A, ASST. MANAGER - EHS, MB-BREAKWATER AT DABHOL
 RAHUL DEV YADAV, M1-A, ASSISTANT CONSTRUCTION MANAGER - CIVIL, DL-RRTS P3L2
 MD.ASHIQUE JAMIL, FTC, SENIOR ENGINEER - CIVIL, DL-RRTS P3L1
 SIDDHARTHA GURUDAYAL DEB, RETAINER, MANAGER - FINISHES, MB-MUMBAI METRO UG07
 PRATIK PRAMOD SHIGVAN, RETAINER, SENIOR ENGINEER - FABRICATION, DL-RRTS P3L2
 SURESH KUMAR, TC5, SR. CHARGEHAND - SURVEY, MB-BREAKWATER AT DABHOL
 PAVAR SURENDHAR, RETAINER, MARINE - CHARGEHAND, MB-MCRP PACKAGE 1 (BRIDGES)
 HASAN MOHAMMADI, EXPAT, HEAD FOREMAN (NATM), DL-RVNL PKG-2
 SUNIL KUMAR GOND, RETAINER, CHARGE HAND - SURVEY, KK-KACHCHIDARGAH
 PREETHI S, GET, GRADUATE ENGINEER TRAINEE, HY-VIZAG VESSEL-IV
 RUPAL AGRAWAL, M1-C, MANAGER - PLANNING, DL-SEABIRD MWC 04
 BEENA SURESHKUMAR, FTC, SUPERVISOR - HR, CN-HEAD QRS.
 S ABINAYA, CA1, EXECUTIVE, CN-HEAD QRS.
 PRANJALI RAJENDRA WANI, GET, GRADUATE ENGINEER TRAINEE, MB-MUMBAI METRO UGC01
 GAURAV SINGH CHAUHAN, PGET, POST GRADUATE ENGINEER TRAINEE, MB-MAHSR C4
 SHASHIKANT KUMAR SINHA, RETAINER, SR.ENGINEER - EHS, DL-PAKAL DUL HRT PACKAGE
 MANISH KUMAR SRIVASTAVA, O2, ASST. MANAGER (ERECTION), DL-RRTS P3L2
 ARJUN DEEPAK HARI RAO, FTC, ASSISTANT CONSTRUCTION MANAGER - TUNNEL, BL-BMRC - RT02
 MOHIT AGRAWAL, RETAINER, SENIOR ENGINEER - TBM, MB-MCRP PACKAGE 4

ONUR TARHAN, EXPAT, HEAD FOREMAN (NATM), DL-RVNL PKG-2
 KARTHICK KUMAR VISWANADHAN, PGET, POST GRADUTE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.
 BHOOPENDER SINGH, RETAINER, ASST.MANAGER - GEOLOGY, DL-RVNL PKG-2
 GUNAMANI MALLICK, RETAINER, FOREMAN - TBM, MB-MCRP PACKAGE 4
 AJIL JOSEPH, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.
 SANJAY KUMAR TRIPATHI, M3-A, DGM (CIVIL) - PLANNING, DL-PAKAL DUL HRT PACKAGE
 SATHEESH M A, RETAINER, TBM - OPERATOR, BL-BMRC - RT03
 MANISH SANDEEP KABRA, GET, GRADUATE ENGINEER TRAINEE, MB- MTHL PACKAGE 1
 NANDAN DAS, RETAINER, SR. ENGINEER - EHS, MB-MCRP PACKAGE 1 (BRIDGES)
 HARIDASS BALAKRISHNAN, RETAINER, SR. ENGINEER - QA/QC, MB-BREAKWATER AT DABHOL
 YUVARAJ PALANI, RETAINER, SR. ENGINEER - QA/QC, DL-RRTS P3L2
 SRIMAN NARAYANA RANGARAJULU, RETAINER, ASST. MANAGER - INDUSTRIAL RELATIONS, DL-RVNL PKG-2
 NIKHIL PHUL, GET, GRADUATE ENGINEER TRAINEE, HY-DEF-PROJECT
 KUMAR RACHIT, RETAINER, SENIOR ENGINEER - ERECTION, MB-MTHL PACKAGE 1
 ASHEESH SINGH, RETAINER, ENGINEER - TUNNEL, DL-RVNL PKG-2
 ANANTHU SOMAN, PGET, POST GRADUATE ENGINEER TRAINEE, CN-EDRC, HEAD QRTS.
 DIPANKAR BARUI, RETAINER, ENGINEER - SURVEY, DL-RVNL PKG-2
 RUDRA NARAYAN BEHERA, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
 ASHVINI KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
 JITENDRA KUMAR, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
 RAVI ROUSHAN, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4
 DEVRAJ SINGH CHAUHAN, RETAINER, MANAGER-GEOLOGIST, DL-LOWER KOPILI HYDRO ELECTRIC PROJECT
 DASARI GUPTESWAR, FTC, SR. ENGINEER - EHS, MB-MCRP PACKAGE 1 (BRIDGES)

SREENIVASA PRASAD REDDY GEEREDDY, M2-A, SENIOR MANAGER - EHS, DL-RRTS P3L1

BHASKAR HANUMANTHAN, FTC, ASSISTANT MANAGER - TALENT ACQUISITION, CN-HEAD QRS.

RAJU KUMAR CHAUBEY, O1, SR. ENGINEER (QA/QC), MB-MCRP PACKAGE 1 (BRIDGES)

SAKTHIGOPAL MUTHUKRISHNAN, RETAINER, SR. ENGINEER - EHS, MB- MTHL PACKAGE 1

ANNAMALAI S, RETAINER, DEPUTY GENERAL MANAGER - EHS, CN-KKNPP PHASE 2 - HTS PACKAGE

RAJENDRA SINGH BISHT, RETAINER, ASSISTANT DRAUGHTSPERSON, DL-EDRC HYDEL & TUNNEL COST

PATTIPATI RAVVE CHANDRA, RETAINER, ASST. MANAGER - QA/QC, KK- ISWAR GUPTA SETU

AJAY KUMAR SHARMA, RETAINER, MANAGER FINISHES, MB-MUMBAI METRO UGC01

N GOWTHAM, O1, SENIOR ENGINEER - CONTRACTS, HY-DEF-PROJECT

SAIKH JAHIRUL ISLAM, RETAINER, MANAGER - EHS, MB-BREAKWATER AT DABHOL

SHATRUDHAN PANDEY, RETAINER, ENGINEER - SURVEY, DL-LOWER KOPILI HYDRO ELECTRIC PROJECT

ADARSH R, O2, ASSISTANT MANAGER - CONTRACTS, MB-WDFCC PACKAGE 15A

MANJUNATH CHANNAPPA KONI, RETAINER, SR. ENGINEER - QA/QC, MB-MCRP PACKAGE 1 (BRIDGES)

VINOTH RAJAMANICKAM, RETAINER, TBM OPERATOR, MB-MCRP PACKAGE 4

YASIN J, RETAINER, ASST. DRAUGHTSMAN, CN-EDRC, HEAD QRTS.

AMULYA BARIKI, RETAINER, ASST OFFICER - EHS, DL-RVNL PKG-2

M K BHARATAN, RETAINER, DEPUTY GENERAL MANAGER - MEP & TUNNEL VENTILATION, MB-MCRP PACKAGE 4

LOPINTI SRINU, RETAINER, SENIOR CHARGE HAND - RIGGER, MB-MTHL PACKAGE 1

S. RANGARAO DORA, RETAINER, CHARGE HAND - SURVEY, MB-MCRP PACKAGE 1 (BRIDGES)

PREM KUMAR ROKA, RETAINER, FOREMAN - CIVIL, MB-MCRP PACKAGE 1 (BRIDGES)

BHABANI PRASAD ROY, O1, SENIOR ENGINEER - SURVEY, DL-LOWER KOPILI HYDRO ELECTRIC PROJECT

SANDEEP NAIR, RETAINER, HEAD - SECURITY, HY-DEF-PROJECT

SURYA KIRAN SANKARALINGAM, RETAINER, ASST. MANAGER - EHS ENVIRONMENT, MB-WDFCC PACKAGE 15A

GUNDA SATYANARAYANA, GCT, GRADUATE COMMERCIAL

TRAINEE, MB-WDFCC PACKAGE 15A

RANJITH JOTHIMANI, GCT, GRADUATE COMMERCIAL TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

ANAND RAMESH GAVHANE, DET, DIPLOMA ENGINEER TRAINEE, MB-WDFCC PACKAGE 15A

CHINMAY SUNIL PATIL, DET, DIPLOMA ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

SHUBHAM SADASHIV BORADE, DET, DIPLOMA ENGINEER TRAINEE, MB-MCRP PACKAGE 4

TIRTHRAJ HIRALAL GAJAPURE, DET, DIPLOMA ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

ABINASH DAS, DET, DIPLOMA ENGINEER TRAINEE, DL-RVNL PKG-2

SHUVA GHOSH, DET, DIPLOMA ENGINEER TRAINEE, DL-RRTS P3L2

PAYAL PRABHAKAR RAHULKAR, DET, DIPLOMA ENGINEER TRAINEE, DL-RRTS P3L1

VASUDEVAN, GCT, GRADUATE COMMERCIAL TRAINEE, CN-COCHIN DRY DOCK

NAGALLAPATI DEVI SRIKANTH, GCT, GRADUATE COMMERCIAL TRAINEE, HY-VIH-PROJECT

UDHAYA KUMAR, GCT, GRADUATE COMMERCIAL TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

AYESHI DUTTA, DET, DIPLOMA ENGINEER TRAINEE, HY-VIZAG VESSEL, PROJECT

GYANA RANJAN PALLAI, DET, DIPLOMA ENGINEER TRAINEE, HY-VIZAG VESSEL, PROJECT

POORNIMA SELVARAJ, DET, DIPLOMA ENGINEER TRAINEE, HY-VIZAG VESSEL, PROJECT

KRISHNA NONIA, DET, DIPLOMA ENGINEER TRAINEE, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

HARISHA C, O2, ASSISTANT CONSTRUCTION MANAGER - CIVIL, MB-MCRP PACKAGE 4

SANDIPAN DUTTA, RETAINER, ENGINEER - SURVEY, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

ABDUR RAHIM, DET, DIPLOMA ENGINEER TRAINEE, DL-RRTS P3L1

LALITHKUMAR R, GCT, GRADUATE COMMERCIAL TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

PRADIP HINDURAO PATIL, DET, DIPLOMA ENGINEER TRAINEE, MB-MCRP PACKAGE 1 (BRIDGES)

SOURAV SARKAR, DET, DIPLOMA ENGINEER TRAINEE, MB- MTHL PACKAGE 1

SOUMENDU GHOSH, DET, DIPLOMA ENGINEER TRAINEE, MB-MTHL PACKAGE 1

SOURAV BASU, DET, DIPLOMA ENGINEER TRAINEE, MB- MTHL PACKAGE 1

JAIVIK M D, GCT, GRADUATE COMMERCIAL TRAINEE, MB- MTHL PACKAGE 1

YASH BHALCHANDRA BAVISKAR, DET, DIPLOMA ENGINEER TRAINEE, MB-MCRP PACKAGE 4

SHWETA SURESH GURAV, GET, GRADUATE ENGINEER TRAINEE, MB-MCRP PACKAGE 4

VIGNESH SEKAR, RETAINER, SR. ENGINEER - EHS, HY-VIH-PROJECT

JAKKAPU VENKAT VINAY SANDEEP, GCT, GRADUATE COMMERCIAL TRAINEE, HY-VIZAG VESSEL, PROJECT

VIGNESH AYYAPPAN, M1-A, ASSISTANT MANAGER - MATERIAL, CN-HEAD QRS.

SRIRAM DHANDAPANI, GCT, GRADUATE COMMERCIAL TRAINEE, BL-BMRC - RT03

SUBRAMANIAN S, GCT, GRADUATE COMMERCIAL TRAINEE, BL-BMRC - RT03

ANKIT KUMAR SINGH, DET, DIPLOMA ENGINEER TRAINEE, KK-ISWAR GUPTA SETU

RAHUL KUMAR SHARMA, DET, DIPLOMA ENGINEER TRAINEE, KK-ISWAR GUPTA SETU

SHIVAM KUMAR GUPTA, DET, DIPLOMA ENGINEER TRAINEE, KK-KACHCHIDARGAH

NIKHIL MAURYA, DET, DIPLOMA ENGINEER TRAINEE, KK-KACHCHIDARGAH

LIVIN C V, DET, DIPLOMA ENGINEER TRAINEE, BL-BMRC - RT03

PARVEEN KUMAR DHIMAN, RETAINER, ASST - DRAUGHTSMAN, DL-EDRC HYDEL & TUNNEL COST

SUMER KUMAR, RETAINER, ENGINEER - TUNNEL, DL-RVNL PKG-2

DINESH SINGH, FTC, ASSISTANT MANAGER - GEOLOGY, DL-RVNL PKG-2

A ACQUINAS PRAVEEN RAJ, RETAINER, SENIOR ENGINEER - HYDROGRAPHIC SURVEY, HY-VIH-PROJECT

VEMURI RAJAGOPALA KRISHNA, RETAINER, SENIOR CONSTRUCTION MANAGER CIVIL, KK- DHUBRI PHULBHARI BRIDGE PROJECT

MRINMOY DHARA, RETAINER, ENGINEER - SURVEY, DL-RVNL PKG-2

OVURAJ S, RETAINER, ASST. MANAGER - IR, DL-SEABIRD MWC 04

SUJIT KUMAR SAHOO, RETAINER, ASST. MANAGER - EHS, MB-BREAKWATER AT DABHOL

ASGAR K JABBAR, RETAINER, SENIOR ENGINEER - MEP, DL-SEABIRD MWC 04

RISHAV KUMAR GUPTA, M1-B, MANAGER - CONTRACTS, DL-PAKAL DUL HRT PACKAGE

CHANDER PAL, M1-C, MANAGER - GEOLOGIST, DL-PAKAL DUL HRT PACKAGE

UMANG KANAIYALAL SHAH, M3-A, DEPUTY GENERAL MANAGER - EHS, DL-CLUSTER, HEAVY CIVIL INFRA IC

SOU MEN MUKHERJEE, RETAINER, SENIOR ENGINEER - SURVEY, DL-RVNL PKG-2

MANI, RETAINER, SENIOR DEPUTY GENERAL MANAGER - QA/QC, MB-MAHSR C4

SAMIR CHAKRABORTY, RETAINER, CHARGE HAND - ERECTION, MB- MTHL PACKAGE 1

SANJAY KUMAR KAR, RETAINER, SR. CHARGE HAND - ERECTION, MB- MTHL PACKAGE 1

GULAM SHAMS TABREZ, RETAINER, ASST. CONSTRUCTION MANAGER - TUNNEL, DL-RVNL PKG-2

SANDIP SUDHIR KULKARNI, RETAINER, MANAGER -PLC, MB-MCRP PACKAGE 4

SUSHANT ROY, M2-A, SENIOR MANAGER - MINING, CN-HEAD QRS.

PRATHA SRINIVASA VIDYA SAGAR, RETAINER, ASST. SUPERVISOR - ERECTION, MB- MTHL PACKAGE 1

KULDEEP SINGH, RETAINER, SENIOR MANAGER - GEOLOGIST, DL-PAKAL DUL HRT PACKAGE

ANIRUDHA BEHERA, RETAINER, SR. SUPERVISOR - ERECTION, MB-MTHL PACKAGE 1

ASHIRBAD NANDA, M1-B, MANAGER - ERECTION (OSD ASSEMBLY), MB- MTHL PACKAGE 1

MURALI M N, RETAINER, ENGINEERING MANAGER, AB-DFCC CTP 3R STRUCTURE

MIKHAEL DAVID PALAMATTAM, RETAINER, SENIOR ENGINEER - MECHANICAL, MB-MCRP PACKAGE 4

SAURAV DUTT PANDEY, RETAINER, SENIOR ENGINEER - TUNNEL, MB-MCRP PACKAGE 4

SUBHASISH SAMANTA, RETAINER, SENIOR CHARGEHAND - SURVEY, MB-MAHSR C4

SUMIT BISWAS, O1, EXECUTIVE - (HR), CN-HEAD QRS.

SOWMIYAA V S, RETAINER, ASSISTANT ENGINEERING MANAGER - GEOTECHNICAL, CN-EDRC, HEAD QRTS.

AINDRILA ROY, O1, SR. ENGINEER - PLANNING, MB-MAHSR C4

J SAM PELISTER, RETAINER, SENIOR ENGINEER - EHS, CN-KKNPP PHASE 2 - HTS PACKAGE

YUGENDIRAN, RETAINER, ENGINEER - CAD, CN-EDRC, HEAD QRTS.

SUGUMARAN, RETAINER, DRAUGHTSMAN - MEP, MB-MUMBAI METRO UGC01

ALOK KUMAR, RETAINER, MANAGER - EHS, DL-PAKAL DUL HRT PACKAGE

SAYYED SAIFODDIN JAINUDDIN, RETAINER, SR. ENGINEER -QA/QC, MB-MAHSR C4

DINESH KUMAR CHAUDHURI, M1-B, CONSTRUCTION MANAGER - TUNNEL, DL-RVNL PKG-2

ABHINAV PALEI, RETAINER, ASSISTANT OFFICER -EHS, MB-MAHSR C4

DHANASEKARAN, RETAINER, SENIOR SUPERVISOR - TBM, MB-MCRP PACKAGE 4

BAPAN DEB BARMAN, RETAINER, CONSTRUCTION MANAGER - TUNNEL, DL-RVNL PKG-2

JEETENDRA SINGH, RETAINER, ASSISTANT MANAGER - EHS, DL-RVNL PKG-2

AMAR MOHANRAO JAGTAP, RETAINER, CONSTRUCTION MANAGER - CIVIL (EXECUTION), MB-MAHSR C4

JITENDRA MOHAN PISAL, M2-C, DEPUTY GENERAL MANAGER - PLANNING, HY-VIH-PROJECT

ABHIJEET THAKURTA, M3-B, SENIOR DEPUTY GENERAL MANAGER - CIVIL, MB-MAHSR C4

PRANAY GUPTA, RETAINER, SR. CONSTRUCTION MANAGER - NATM, MB-MAHSR C4

MURARI KUMAR, RETAINER, CHARGEHAND - SURVEY, MB-MAHSR C4

SHRAVANKUMAR MASHYAL, RETAINER, ASSISTANT MANAGER - PLANNING, MB-MAHSR C4

SUBRATA DEY, RETAINER, CHARGEHAND - SURVEY, MB-MAHSR C4

ANNYAM YESHWANTH, RETAINER, SENIOR ENGINEER - PLANNING, MB-MAHSR C4

SHUBHAM SANJAY LEWARKAR, RETAINER, SENIOR ENGINEER - PLANNING, MB-MAHSR C4

RISHIWANTH V, O1, SR. ENGINEER (MECH) - P&M, MB-MAHSR C4

MOHAMMAD KASIF, RETAINER, SR. ENGINEER - EHS, MB-WDFCC PACKAGE 15A

ASHWANI KUMAR, RETAINER, TBM FOREMAN, DL-RVNL PKG-2

MOLLA JAHIRUL HASSAN, O1, SENIOR ENGINEER - SURVEY, DL-RVNL PKG-2

RAJ KUMAR BADHAN, FTC, CONSTRUCTION MANAGER - CIVIL, DL-RRTS P7

SANDIP BHUNIA, RETAINER, CHARGEHAND - ERECTION, MB-MTHL PACKAGE 1

SHUBHAM PARIHAR, M1-A, ASSISTANT MANAGER - PLANNING, CN-CLAIMS DISPUTE ARBITRATION MANAGEMENT

GAJENDRA KUMAR, RETAINER, ASSISTANT OFFICER - STORES, MB-MAHSR C4

K JAIMURUGAN, O2, ASST. ENGINEERING MANAGER - CIVIL (DESIGN), CN-EDRC, HEAD QRTS.

PUNGALINGAM K, RETAINER, ASSISTANT MANAGER - ACCOUNTS, MB-MAHSR C4

SHIVEK TULI, RETAINER, ASST. CONSTRUCTION MANAGER - CIVIL (EXECUTION), MB-MAHSR C4

KONDA CHIDAMBARA RAO, FTC, ASSISTANT MANAGER - EHS, DL-RRTS P7

CHANDRAKANT P SAVANT, RETAINER, SR. MANAGER - MEP, DL-SEABIRD MWC 04

RAMAKRISHNAN NATARAJAN, M2-B, SENIOR MANAGER - CONTRACTS, KK-KACHCHIDARGAH

RUJUL TAPANBHAI SHUKLA, RETAINER, SR. ENGINEER - EHS, MB-MAHSR C4

RAJ KUMAR PAL, RETAINER, SENIOR CHARGEHAND - SURVEY, MB-MAHSR C4

CHILAKAMURTHY S S R K RANGA MURTY, RETAINER, EXECUTIVE SURVEY, MB-MAHSR C4

SHUBHAM BHARDWAJ, RETAINER, SENIOR ENGINEER - CIVIL, DL-RRTS P3L1

VIKRAM SINGH, RETAINER, ASSISTANT MANAGER - MATERIALS, DL-RVNL PKG-2

KRISHN MOHAN SINGH, RETAINER, ASSISTANT MANAGER -TUNNEL, MB-MAHSR C4

ABBAADI DINESHKUMAR, RETAINER, SENIOR ENGINEER - PLANNING, MB-MAHSR C4

JAYA KUMAR VALIYAVEETIL, M2-A, SENIOR MANAGER - FINANCE & ACCOUNTS, MB-MAHSR C4

PARITALA ADITYA SHANMUGA, RETAINER, ASSISTANT MANAGER - EHS, MB-MAHSR C4

SMARTH SHARMA, M2-B, SENIOR ENGINEERING MANAGER CIVIL, DL-EDRC HYDEL & TUNNEL COST

SURAJ MARUTI PATALE, FTC, SR. ENGINEER - CIVIL, DL-RRTS P3L2

SUMIT SHARMA, FTC, ENGINEER-CIVIL, DL-RRTS P3L2

DURGESH KUMAR SINGH, FTC, ENGINEER - ERECTION, DL-RRTS P3L2

SANAPATI SIVA SANKARA SEETAM NAIDU, M1-C, MANAGER - PLC, MB-MCRP PACKAGE 4

RAJASEKARAN, RETAINER, DEPUTY GENERAL MANAGER - CIVIL, MB-MCRP PACKAGE 1 (BRIDGES)

ATUL NEGI, O2, ASSISTANT CONSTRUCTION MANAGER - GROUTING, DL-RVNL PKG-2

SILAMBARASAN P, FTC, ASSISTANT ENGINEERING MANAGER - CIVIL, CN-EDRC, HEAD QRTS.

JAYAVANT RAMCHANDRA KHAPARE, RETAINER, MANAGER - EHS, KK- DHUBRI PHULBHARI BRIDGE PROJECT

UTTAM ROUTH, RETAINER, SR. CHARGEHAND -PRECAST, DL-RRTS P3L1

MANIKANDAN, RETAINER, SR. ENGINEER - EHS, MB-MAHSR C4

SAKTHI PURUSOTHAMAN DHARMARAJ, RETAINER, SR. ENGINEER - CIVIL, MB-MAHSR C4

MOHANAKRISHNA GUBBALA, O1, EXECUTIVE - ACCOUNTS, MB-MAHSR C4

SURAJ SHRIPRAKASH DIXIT, RETAINER, SR. ENGINEER - TUNNEL, MB-MCRP PACKAGE 4

SUBHADEEP SEAL, FTC, SR. ENGINEER - QA/QC, HY-DEF-PROJECT

ANJIAIAH LUKKA, M2-C, DEPUTY GENERAL MANAGER - MINING, KK- DHUBRI PHULBHARI BRIDGE PROJECT

ALPESH MADHUBHAI PATEL, RETAINER, DRAUGHTSMAN, MB-MAHSR C4

ANTONY BRAWIN RAJ S, RETAINER, SR. ENGINEER - EHS, CN-KKNPP PHASE 2 - HTS PACKAGE

CHINTANKUMAR BHAILALBHAI THAKKAR, M1-A, ASSISTANT MANAGER - ACCOUNTS, MB-MAHSR C4

ANAND TULJARAM UTTARKAR, M1-A, ASSISTANT MANAGER - FORMWORK, MB-MAHSR C4

V SADASIVAM, FTC, EXECUTIVE - STORES, MB-MAHSR C4

PRATICK ASH, RETAINER, ENGINEER - QUARRY, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

R.SOUNDER, RETAINER, MANAGER - EHS, DL-RRTS P7

DEVANI CHANDRA VINAY, RETAINER, SR. ENGINEER - EHS, MB-MAHSR C4

VINOD KUMAR YADAV, FTC, ENGINEER - CIVIL, DL-RRTS P3L2

SUJIT RANJAN MAHARAJ, RETAINER, EXECUTIVE - STORES, MB-MAHSR C4

SAMPAD CHATTERJEE, RETAINER, ASSISTANT MANAGER - SURVEY, MB-MAHSR C4

BASKAR, RETAINER, ASSISTANT MANAGER - SURVEY, MB-MAHSR C4

ATUL KUMAR, S2, ENGINEER CIVIL PRECAST, DL-RRTS P3L1

ROHIT ASHOK SUPALI, RETAINER, ASST. MANAGER - EHS, BL-BMRC - RT03

SANJEEV RAMACHANDRA KULKARNI, RETAINER, DEPUTY GENERAL MANAGER - CONTRACTS, MB-MAHSR C4

BHARATH KOLAGI, O2, ASSISTANT MANAGER - PLANNING, MB-MAHSR C4

VOLLURI SANDEEP CHOWDARY, FTC, ASSISTANT MANAGER - PLANNING, MB-MAHSR C4

RAJKISHORE MALLIK, RETAINER, ENGINEER - P&M, MB-MAHSR C4

AKHILESH KUMAR, S1, ENGINEER - CIVIL, DL-RRTS P7

NARENDER SINGH, FTC, DOCUMENT CONTROLLER, MB-MAHSR C4

MOHD IRFAN, RETAINER, SR. ENGINEER - QS, MB-MAHSR C4

SHANTANU MANDAL, RETAINER, CHARGEHAND - SURVEY, MB-MAHSR C4

SURESH KUMAR, RETAINER, ASSISTANT MANAGER - STORES, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

DILIP MAITY, RETAINER, SUPERVISOR - QA/QC, MB-MAHSR C4

ANAND SRIVASTAVA, FTC, SR. ENGINEER - EHS, MB-MAHSR C4

BIJAN KR BISWAS, O2, ASST. MANAGER - SURVEYOR, MB-MAHSR C4

SHAIKH MOHAMMADTOSHIF ABDULHAQ, RETAINER, DOCUMENT CONTROLLER, MB-MAHSR C4

CHANDAN KUMAR SAHOO, RETAINER, ASST. OFFICER - EHS, MB-MAHSR C4

ROHIT PANDEY, RETAINER, ASST. MANAGER - QA/QC, MB-MAHSR C4

SITIKANTHA NANDA, RETAINER, ASSISTANT MANAGER - PROCUREMENT, MB-MAHSR C4

PRASHANT MADHUKARRAO BHOYAR, RETAINER, MANAGER-P&M, MB-MAHSR C4

GAURAV KAPOOR, RETAINER, ASST. MANAGER - PRECAST, MB-MAHSR C4

ZEENAT HASANMIYA SOLKAR, FTC, ASSISTANT - DRAUGHTSMAN, MB-MAHSR C4

KAVISH KUMAR SINGH, RETAINER, SR. ENGINEER - EXECUTION, MB-MAHSR C4

BOOMINATHAN V, RETAINER, ASST.CONSTRUCTION MANAGER - CIVIL, MB-MAHSR C4

ATUL VERMA, RETAINER, SENIOR ENGINEER - PLANNING, MB-MAHSR C4

MOHD SAHIL ANSARI, RETAINER, ASSISTANT MANAGER - QA/QC, MB-MAHSR C4

RANA MONISH, CA1, EXECUTIVE, MB-MAHSR C4

ARAVIND P S, RETAINER, SR. DESIGN ENGINEER - GEOTECHNICAL, MB-MAHSR C4

POOSARLA SAI PHANENDRA, FTC, SR. ENGINEER - PLANNING, MB-MAHSR C4

TOHIDUL SK, RETAINER, ASSISTANT CHARGEHAND - FORMWORKS, MB-MAHSR C4

MRITYUNJOY MANDAL, RETAINER, ASSISTANT SUPERVISOR - SURVEY, MB-MAHSR C4

SUJEET KAMAT, RETAINER, ASSISTANT OFFICER - STORES, MB-MAHSR C4

KALIPADA JANA, RETAINER, CHARGEHAND - FORMWORKS, MB-MAHSR C4

SOMENATH ROY, FTC, ASSISTANT MANAGER P&M, MB-MAHSR C4

VENKATESAN G, FTC, MANAGER - STORES, MB-MAHSR C4

SHAMBHU SINGH, FTC, OFFICER - STORES, MB-MAHSR C4

RAKESH KUMAR S, RETAINER, SR.ENGINEER - P&M, MB-MAHSR C4

SHAMBHU KUMAR CHANDRAVANSI, RETAINER, CHARGEHAND - FORMWORKS, MB-MAHSR C4

MALKIAT SINGH, FTC, ASSISTANT SUPERVISOR - ERECTION, MB-MTHL PACKAGE 1

RAJ KUMAR, FTC, ASST. MANAGER -GEOTECHNICAL, BL-BMRC - RT03

ABHINAV KUMAR, RETAINER, ASSISTANT MANAGER-PLANNING, MB-MAHSR C4

GUDDU SINGH, RETAINER, ASST. CHARGEHAND - P&M, MB-MAHSR C4

YOGESH SAHU, RETAINER, SR. ENGINEER - P&M, MB-MAHSR C4

AJAY SINGH, RETAINER, CHARGEHAND - SURVEY, MB-MAHSR C4

MIHIR KUMAR MAHAPATRA, RETAINER, ASST. OFFICER - IR, MB-MAHSR C4

SOUMYABRATA KOLEY, RETAINER, ENGINEER - SURVEY, MB-MAHSR C4

SOBHON BEHERA, FTC, SR. CHARGEHAND - P&M, MB-MAHSR C4

HARPREET SINGH, FTC, ASSISTANT MANAGER - ERECTION, MB-MAHSR C4

PRADEEP SHARMA, RETAINER, SR. CHARGEHAND - FORMWORK, MB-MAHSR C4

PRABIR POREL, RETAINER, ENGINEER - SURVEY, MB-MAHSR C4

SOURADIP ACHARYYA, RETAINER, ENGINEER SURVEY, MB-MAHSR C4

ANIL KUMAR, FTC, MANAGER - P&M, MB-MAHSR C4

AMIT KUMAR PANDEY, RETAINER, SR. ENGINEER - EHS, MB-MAHSR C4

ARNAB KARFA, RETAINER, CHARGEHAND - SURVEY, MB-MAHSR C4

PRABHAKAR SHARMA, RETAINER, ASSISTANT OFFICER - EHS, MB-MAHSR C4

RAGHVENDRA NARAYAN MISHRA, M1-C, MANAGER - EHS, MB-MAHSR C4

YATHAMSHETTY PRASHANTH VARMA, RETAINER, SR. ENGINEER - CIVIL, MB-MAHSR C4

PANDI DURAI KANNAYIRAM, RETAINER, SR. ENGINEER - EXECUTION, MB-MAHSR C4

TOSHAK ANIL BADHE, RETAINER, ENGINEER - CIVIL, MB-MAHSR C4

WINEET KUMAR, RETAINER, SR. ENGINEER - CIVIL, MB-MAHSR C4

ASHOK KUMAR CHOUBEY, FTC, SR. CHARGEHAND - P&M, MB-MAHSR C4

SISIRA SAHU, RETAINER, ENGINEER - P&M, MB-MAHSR C4

SUBHAJIT PATRA, RETAINER, ENGINEER - SURVEY, MB-MAHSR C4

ARAVINDKUMAR KALYANAKUMAR, RETAINER, SR. ENGINEER -

EXECUTION, MB-MAHSR C4

ALOK KUMAR, RETAINER, ENGINEER - CIVIL, MB-MAHSR C4

AMIT KUMAR CHOUDHURY, RETAINER, MANAGER - QA/QC, DL-RVNL PKG-2

AVIJIT BASU, FTC, ASSISTANT - HR (WMC), MB-MAHSR C4

ANISH KUMAR, FTC, SR. ENGINEER - CIVIL, DL-RRTS P3L2

GAJENDRA PADIHAR, M1-C, MANAGER ACCOUNTS, MB-MAHSR C4

DEEPAK MISHRA, TC6, ASST. SUPERVISOR - ERECTION, DL-RRTS P3L2

RAVI MANICKAM, RETAINER, MANAGER - EHS, MB-MAHSR C4

AMARDEEP, FTC, SR. ENGINEER - PRECAST, DL-RRTS P3L1

SANJAY, FTC, SR. CHARGEHAND - ERECTION, DL-RRTS P3L2

VAIBHAV, FTC, SR. ENGINEER - ERECTION, DL-RRTS P3L2

ARVIND KUMAR, RETAINER, ASSISTANT SUPERVISOR - ERECTION, MB- MTHL PACKAGE 1

SARIT KUNDU, RETAINER, CHARGEHAND - SURVEY, MB- MTHL PACKAGE 1

MANIKANDAN J, S2, ENGINEER - CAD, CN-EDRC, HEAD QRTS.

S DILIP HENSEN, RETAINER, SR. DESIGN ENGINEER - CIVIL, CN-EDRC, HEAD QRTS.

AMIRUTHAVARSHINI SENTHILARUMUGAM, ET - GRADUATE, ARCHITECT TRAINEE, CN-EDRC, HEAD QRTS.

SAMBIT PRASAD SAHOO, RETAINER, ASSISTANT MANAGER - P&M, MB-MAHSR C4

RAVAL UTSAV RAJENDRAKUMAR, FTC, EXECUTIVE - ADMIN, MB-MAHSR C4

BHARAW KUMAR YADAV, RETAINER, ASST. MANAGER - EXECUTION, MB-MAHSR C4

DHARMENDRA SINGH RAWAT, RETAINER, ASST. MANAGER - TUNNEL, DL-RVNL PKG-2

KOLLA ABHINAV, RETAINER, ASSISTANT MANAGER - QA/VAC, MB-MAHSR C4

PARITOSH PUNAMCHAND VARMA, RETAINER, ASST. CONSTRUCTION MANAGER - PRECAST, MB-MAHSR C4

PRABAKARAN, FTC, ENGINEER - CIVIL, MB-MAHSR C4

KOMPELLA VENKATA SANTOSH SUBRAMANYAM, M1-A, ASSISTANT MANAGER - PLANNING, CN-HEAD QRS.

DHEERAJ KUMAR PAL, FTC, ASST. MANAGER - ACCOUNTS, MB-MAHSR C4

GAUTAM N PATIL, RETAINER, SR. ENGINEER - CIVIL, MB-MAHSR C4

AMIT BHAUMIK, RETAINER, ASSISTANT CHARGEHAND - SURVEY, MB- MTHL PACKAGE 1

DONKAYYA CHODIMUDI, RETAINER, CHARGEHAND - ERECTION, MB- MTHL PACKAGE 1

RAJVEER, O1, SENIOR ENGINEER - CASTING, DL-RRTS P3L2

SWAPNIL SHRIKANT GHARVE, RETAINER, CONSTRUCTION MANAGER - PRECAST, MB-MAHSR C4

AYON GHOSH, FTC, SR. ENGINEER - CIVIL, MB-MAHSR C4

HITENDRA SINGH SOLANKI, RETAINER, ASSISTANT MANAGER - EHS, MB- MTHL PACKAGE 1

SUMAN PRATIHAR, FTC, ENGINEER - SURVEY, MB- MTHL PACKAGE 1

PANNALA UPENDER REDDY, RETAINER, ASSISTANT MANAGER - PRECAST, DL-RRTS P3L1

DEVIKA RANI V S, FTC, MANAGER - ENVIRONMENT, DL-SEABIRD MWC 04

YOGESH NAGAR, FTC, ASSISTANT MANAGER - ERECTION, DL-RRTS P3L2

PREM PRAKASH, O2, ASST MANAGER - ERECTION, MB- MTHL PACKAGE 1

S PALANI, FTC, STRAND JACK OPERATOR, MB- MTHL PACKAGE 1

AYUSH SETH, O1, SENIOR ENGINEER - ENVIRONMENT, MB-MCRP PACKAGE 1 (BRIDGES)

BIJOY KRISHNA GHOSH, FTC, ENGINEER - QA/QC, MB-MAHSR C4

AJMEERA SRINU NAYAK, RETAINER, ENGINEER - EXECUTION, MB-MAHSR C4

KATHIRAVAN R, RETAINER, ENGINEER - EHS, MB-MAHSR C4

ANUJ ABHISHEK, RETAINER, ASSISTANT MANAGER - TUNNEL (NATM), MB-MAHSR C4

GOVIND KUMAR GARG, FTC, ASSISTANT MANAGER (MECH) - P&M, MB-MAHSR C4

GUNDA POLI NAIDU, FTC, SUPERVISOR - IR & ADMIN, MB-MAHSR C4

SARVESH E A, RETAINER, SR. ENGINEER DESIGN - GEOTECHNICAL, MB-MAHSR C4

SITA RAM VERMA, FTC, FOREMAN - MARINE, MB- MTHL PACKAGE 1

DEBASHISH BISWAS, RETAINER, ENGINEER - SURVEY, MB-MAHSR C4

MANIBHARATHI, FTC, SR. ENGINEER (MECH) - P&M, MB-MAHSR C4

GADAMSETTY ASHOK, RETAINER, SR. ENGINEER - CIVIL, MB-MAHSR C4

DEBOPAMA TARAT, M1-B, MANAGER - PLANNING, MB-MAHSR C4

PRAKITI MAJI, FTC, SR. ENGINEER - P&M, MB-MAHSR C4

MUDASSAR MOHAMMED SHAFI AKHAI, FTC, SR. ENGINEER - PLANNING, MB-MAHSR C4

HARINDER SINGH, S1, ENGINEER-P&M, MB-MAHSR C4

ANKUSH KUMAR, FTC, SR. ENGINEER - P&M, MB-MAHSR C4

SHIVARAJ PRAKASH BABU SAJJAN, S2, ENGINEER - CIVIL, MB-MAHSR C4

NURUL HASAN, RETAINER, SR. ENGINEER - CIVIL, MB-MAHSR C4

SUBEDAR SINGH, FTC, ENGINEER - QA/QC, MB-MAHSR C4

ABHISHEK MATHUR, RETAINER, ASSISTANT MANAGER - ERECTION, DL-RRTS P3L2

SHASHI KUMAR CHOURASIA, FTC, CHARGEHAND - SURVEY, MB-MTHL PACKAGE 1

SUJIT BAL, RETAINER, MANAGER - EHS, MB-WDFCC PACKAGE 15A

PAWAN KUMAR, RETAINER, SR. CHARGEHAND - SURVEY, MB-MCRP PACKAGE 4

BALAJI H, RETAINER, SR. ENGINEER - MARINE, MB- MTHL PACKAGE 1

AMARARAPU NAGESWARA RAO, M1-A, ASSISTANT MANAGER - ERECTION, MB- MTHL PACKAGE 1

JATINDER SINGH, S2, ENGINEER-ERECTION, MB- MTHL PACKAGE 1

T ASHOK KUMAR, M1-A, ASST. ENGINEERING MANAGER - GEOTECHNICAL, CN-EDRC, HEAD QRTS.

SHASHANK SHEKHAR TIWARI, RETAINER, SR. ENGINEER - QA/QC, MB-MCRP PACKAGE 1 (BRIDGES)

AYYAPPA JOTHI THANGATHURAI, RETAINER, SR. ENGINEER - EHS, MB-MCRP PACKAGE 1 (BRIDGES)

SUNDARARAMAN C, RETAINER, SR. CONSTRUCTION MANAGER - PRECAST, MB-MCRP PACKAGE 1 (BRIDGES)

PRASHANT CHHAGAN MUKE, RETAINER, SR. ENGINEER - DESIGN, MB-EDRC, CLUSTER

JOHN PETER RAVEENDRAN, RETAINER, ASSISTANT MANAGER - EHS, MB-THANE CREEK BRIDGE - III

MAHESH KAMADOLLI, RETAINER, ASST. ENGINEERING MANAGER - CIVIL, MB-THANE CREEK BRIDGE - III

J CHANDRASHEKAR, FTC, SR. DESIGN ENGINEER - GEOTECHNICAL, MB-MAHSR C4

ASHOK C MALED, FTC, ASSISTANT MANAGER - PROCUREMENT, MB-MAHSR C4

KONA RAVI CHANDRA SEKHAR, FTC, ENGINEER - EHS, MB-MAHSR C4

SORAPALLI VEERABABU, RETAINER, ASSISTANT MANAGER - EHS, MB-MAHSR C4

HONEY POOPLI, FTC, MANAGER - MEP, DL-SEABIRD MWC 04

VIJENDRA SINGH, FTC, ASSISTANT MANAGER - TUNNEL, DL-RVNL PKG-2

PRAMOD KUMAR PRADHAN, FTC, ASSISTANT OFFICER - ACCOUNTS, MB-MAHSR C4

SHUNMUGAVEL RAMALAKSHMANAN, FTC, SR. ENGINEER (MECH) - P&M, MB-MAHSR C4
RAMACHANDRA BISOI, FTC, EXECUTIVE - STORES, MB-MAHSR C4
TUSAR KANTA JENA, RETAINER, EXECUTIVE - STORES, MB-MAHSR C4
VIKASH KUMAR SINGH, RETAINER, ENGINEER - PRECAST, MB-MAHSR C4
GEORGE KINS V, FTC, ASSISTANT MANAGER -SYSTEMS, MB-MAHSR C4
BIPUL KUMAR, RETAINER, SR. ENGINEER - ERECTION, MB-MAHSR C4
ELAYARAJA HARIDOSS, RETAINER, MANAGER - EHS, MB-MAHSR C4
SWAROOP, RETAINER, ASSISTANT MANAGER - PROCUREMENT, MB-MAHSR C4
SINGARAVEL, FTC, MANAGER - CIVIL, MB-MAHSR C4
CHITTELLA SRINIVAS SRIVASTHAV, FTC, SR. ENGINEER - CIVIL, MB-MAHSR C4
SARAVANAN C, RETAINER, SR. MANAGER (CIVIL) - PRECAST, MB-MAHSR C4
KUMARAN S, RETAINER, SENIOR ENGINEER - QA/QC, DL-RRTS P7
PINAKI DASS, FTC, SR. ENGINEER - PRECAST, DL-RRTS P7
KUMAR GAURAV THAKUR, M1-B, MANAGER - ERECTION, MB-MTHL PACKAGE 1
TRAYAMBAK BENJWAL, FTC, SR. ENGINEER - P&M, MB-MAHSR C4
PRATIBHA DUBEY, FTC, EXECUTIVE - HR, DL-CLUSTER, HEAVY CIVIL INFRA IC
KALYANASUNDARAM ESRAVEL, FTC, ENGINEER - QA/QC, DL-RRTS P7
ABIMANYU KANDIPAN, RETAINER, ENGINEER - SURVEY, MB- MTHL PACKAGE 1
ABHISHEK PAWAR, FTC, SR. ENGINEER - CIVIL, DL-RRTS P3L1
SUKANTA JANA, TC6, ASST. SUPERVISOR (CIVIL), DL-RRTS P3L1
SENTHILKUMAR, FTC, ASSISTANT MANAGER - QS, DL-DFCC CTP 14
SUSHEEL JHARIYA, O2, ASST. MANAGER - EHS, MB-MAHSR C4
NARENDRA VIKRAM, FTC, ASSISTANT MANAGER - ERECTION, MB-MAHSR C4
AKHILESH SHUKLA, RETAINER, ASSISTANT MANAGER - PLANNING, MB-MAHSR C4
SUBIR BISWAS, RETAINER, SENIOR CHARGEHAND - SURVEY, MB-MAHSR C4
NAYAN VIJAY KAWALE, FTC, DOCUMENT CONTROLLER, MB-MAHSR C4
PEKETI PADMAKANTH, M1-B, MANAGER CONTRACTS, MB-MAHSR C4
LALIT KUMAR SHARMA, FTC, ASSISTANT DRAUGHTSPERSON, MB-MAHSR C4

VINOTH HENRY DAVID S, RETAINER, SUPERVISOR - DRAUGHTSMAN, CN-EDRC, HEAD QRTS.
KUNDAN KUMAR SINGH, FTC, ASSISTANT - BILLING, MB-MAHSR C4
GARLAPATI NAGA VENKATA RAJESH KUMAR, FTC, MANAGER - P&M, MB-MAHSR C4
SHUBHAM SRIVASTAVA, RETAINER, ASSISTANT MANAGER - QA/QC, MB-MAHSR C4
PRIYABRATA BISHOI, FTC, ASSISTANT MANAGER - ERECTION, DL-RRTS P7
SOUGATA DAS, FTC, ENGINEER - SURVEY, DL-RRTS P7
SELVA GANESH KANIPANDI, FTC, SR. ENGINEER - MARINE, MB-MTHL PACKAGE 1
PRATIK RAMDAS MANDLIK, FTC, CHARGEHAND - CIVIL, MB-MTHL PACKAGE 1
AKHILESH RATURI, FTC, ASSISTANT MANAGER -QS, MB-MAHSR C4
PIYUSH AVINASH DEO, FTC, ASSISTANT CONSTRUCTION MANAGER - PRECAST, MB-MAHSR C4
VADDE MAHESH KUMAR, FTC, SR. ENGINEER - P&M, MB-MAHSR C4
DHAVAN RAMESH ASHOK, FTC, ASSISTANT OFFICER - HR, MB-MAHSR C4
DEBRAJ MAITY, FTC, ENGINEER - ERECTION, DL-RRTS P3L2
RAJESH KUMAR, FTC, MANAGER - ERECTION, DL-RRTS P7
GYANARANJAN SAHOO, FTC, ASSISTANT OFFICER - IR & ADMIN, DL-RRTS P7
NAVEEN KOTESHWAR PAI, M2-C, DEPUTY GENERAL MANAGER - P&M, KK- DHUBRI PHULBHARI BRIDGE PROJECT
VASANTHARAJ, S1, SUPERVISOR - HR, CN-HEAD QRS.
AMIT KUMAR SHARMA, FTC, SR. ENGINEER - SYSTEMS, MB-MAHSR C4
DEEPAK MUTHU, S1, SUPERVISOR (ADMIN), DL-RVNL PKG-2
AMSTRONG JAYASEELAN, S1, SUPERVISOR (ADMIN), DL-RVNL PKG-2
SALMAN, FTC, ASSISTANT MANAGER - QA/QC, MB-MAHSR C4
RAJAT CHOPRA, FTC, SR. ENGINEER - PLANNING, MB-MAHSR C4
ARUNKUMAR RENGARAJAN, FTC, ASSISTANT MANAGER - P&M, MB-MAHSR C4
DADI RAMESH, FTC, ENGINEER - BILLING, MB-MAHSR C4
HARIESH MURALIDARAN, FTC, ASSISTANT MANAGER - PROCUREMENT, KK- DHUBRI PHULBHARI BRIDGE PROJECT
RIMA DEBNATH, FTC, SR. ENGINEER - PLANNING, MB-MAHSR C4
GUNDRAMANOJ REDDY, O1, SENIOR ENGINEER - MECHANICAL, CN-KKNPP PHASE 2 - HTS PACKAGE

VAISHNAVI NARENDRA NIMBALKAR, FTC, ASSISTANT MANAGER - ENVIRONMENTAL, MB - MEGA PKG2
KANAPARTHI DURGAYYA, FTC, CHARGEHAND - ERECTION, DL-RRTS P3L2
PRATAP MOHANTY, RETAINER, SR. ENGINEER - EHS, BL-BMRC - RT03
KUSHAL DAS, RETAINER, ENGINEER - ERECTION, MB-WDFCC PACKAGE 15A
YAGNESH MONAPPA SHETTY, FTC, ASSISTANT MANAGER (MECH) - P&M, MB-MCRP PACKAGE 1 (BRIDGES)
SURYAJEET KUMAR, FTC, ASSISTANT MANAGER - CONTRACTS, AB-DFCC CTP 3R STRUCTURE
YOGENDRA BAHADUR SINGH, FTC, SR. CONSTRUCTION MANAGER - CIVIL, DL-RRTS P7
AMJITH BHOOSHAN V P, RETAINER, SR. MANAGER (CIVIL) - PRECAST, DL-RRTS P3L1
AMIT GOKUL ANAND, FTC, ASSISTANT MANAGER (MECH) - P&M, MB-MAHSR C4
MIHIR KUMAR SAMANTA, RETAINER, ASST. SUPERVISOR - SURVEY, MB-MAHSR C4
SYED H, FTC, EXECUTIVE - IR & ADMIN, MB-MAHSR C4
MADDURI MURALI KRISHNA, M1-A, ASSISTANT MANAGER - CONTRACTS, MB-MAHSR C4
DODDAPANENI BHARGAV KUMAR, RETAINER, ASSISTANT MANAGER - EHS, MB-MAHSR C4
SHANMUGAPRIYA SINGARAM, S1, SUPERVISOR (ADMIN), HY-DEF-PROJECT
GOKULAKANNAN RAMU, S1, SUPERVISOR (ADMIN), HY-DEF-PROJECT
DEBOJYOTI SEN, FTC, SUPERVISOR - STORES, KK- DHUBRI PHULBHARI BRIDGE PROJECT
TALLURI NAGA SATYAKANTH, RETAINER, SENIOR ENGINEER - PLANNING, MB-MCRP PACKAGE 4
SUSANTA KUMAR SAHOO, FTC, CHARGEHAND - PRECAST, MB-MAHSR C4
SANTHIYA SANKAR, S1, SUPERVISOR (ADMIN), HY-DEF-PROJECT
PARASA VENKATA NAGA RAJU, FTC, SR. CHARGEHAND - FORMWORK, MB-MAHSR C4
SYED MOHD MUJTABA NAQVI, FTC, ENGINEER - EHS, MB-MAHSR C4
ARISH KUMAR D, S1, SUPERVISOR (ADMIN), HY-DEF-PROJECT
SIVAGNANAMUTHU SIVASANKAR, FTC, SR. ENGINEER (MECH) - P&M, MB-MAHSR C4
CHENNA V.M.H.KRISHNA NITHIN, FTC, SR. ENGINEER - PRECAST, MB-MAHSR C4

KUMAR PIYUSH, FTC, ASSISTANT MANAGER - STORES, KK-DHUBRI PHULBHARI BRIDGE PROJECT
DURGA MOHAN SAHU, RETAINER, ASSISTANT OFFICER - IR, KK-DHUBRI PHULBHARI BRIDGE PROJECT
PARIMAL KUNDU, FTC, ASST OFFICER - IR/ADMIN, KK- DHUBRI PHULBHARI BRIDGE PROJECT
SUMIT BAIBHAV, FTC, SR. ENGINEER - QA/QC, KK- DHUBRI PHULBHARI BRIDGE PROJECT
P NOOR BASHA, FTC, ASSISTANT CONSTRUCTION MANAGER (MECH), MB- MTHL PACKAGE 1
PULIVARTHI CHAKRAPANI, RETAINER, ASSISTANT CONSTRUCTION MANAGER - TUNNEL (SLURRY), MB-MCRP PACKAGE 4
CHIRAG KHANDELWAL, FTC, ENGINEER - CIVIL, MB-MAHSR C4
JUDIATH T A, FTC, MANAGER - IR, MB-MAHSR C4
BASAVARAJ MUTTANNA DUDAGI, RETAINER, ASST. CONSTRUCTION MANAGER - PRECAST, MB-MAHSR C4
SAMBHUNATH GIRI, RETAINER, ASST. CONSTRUCTION MANAGER - PRECAST, MB-MAHSR C4
ASHISH KUMAR SHUKLA, FTC, SR. ENGINEER - CIVIL, MB-MAHSR C4
GIRIRAJ SAHU, RETAINER, SR. ENGINEER - P&M, MB-MAHSR C4
YERRA PRABHAKAR RAO, FTC, ASSISTANT MANAGER -STORES, MB-MAHSR C4
ATHMANANDA M P, M1-A, ASSISTANT MANAGER - CONTRACTS, MB-MAHSR C4
VINEET KUMAR MATHURIA, FTC, ASSISTANT MANAGER (MECH) - P&M, MB-MAHSR C4
SUNIL KUMAR MAHTO, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4
MORIMISETTY SREERAMULU, M2-B, SR MANAGER - QA/QC, MB-MAHSR C4
KARRI KARTHIK, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4
MODALA SHYAM VIJAY, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4
SUJIT NANDU SHETE, FTC, MANAGER - PRECAST, MB-MAHSR C4
KAUSHLESH KUMAR SHUKLA, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4
ALLA VINAY, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4
DEVESHREE HAZRA, O1, SR. ENGINEER - EHS, MB-MAHSR C4
ABHISHEKH KUMAR JHA, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4
ADITYA BHASKAR VISEN, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

MOHAMED FARVAS MOHAMED YUSUFF, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

VIKAS KUMAR PATEL, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

TEKU SOMASEKHAR, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

JABEEN K, FTC, ASSISTANT ENGINEERING MANAGER - CAD, CN-EDRC, HEAD QRTS.

DHANASHREE ARUN WANKAR, FTC, SR. ENGINEER - PROCUREMENT, CN-HEAD QRS.

MUKOONDA MADHAB DUTTA, M3-A, DEPUTY GENERAL MANAGER - QA/QC, KK- DHUBRI PHULBHARI BRIDGE PROJECT

SAMAR BESANI, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

KUNTAL PRAMANICK, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

BARUN ADHIKARY, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

RAJDEEP DAS, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

KRISHNENDU KARMAKAR, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

SANTOSH KUMAR, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

ARNAB PAUL, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

PIYUSH MAURYA, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

AVIJIT KARMAKAR, FTC, CHARGEHAND - CIVIL, DL-RRTS P3L1

SHUBHAYAN BARMAN, DET, DIPLOMA ENGINEER TRAINEE, MB-MAHSR C4

VINEET KUMAR, FTC, SR. ASSISTANT - EHS, DL-RRTS P7

PAWAN ARWIND SONTAKKE, FTC, SR. ENGINEER - QA/QC, MB-MAHSR C4

RAMACHANDRA MAHAKHUDA, FTC, CHARGEHAND - CIVIL, DL-RRTS P7

AJAY JOSHI, FTC, SR. ENGINEER - EHS, DL-RRTS P7

JAGDISH PRASAD MALAV, FTC, ASSISTANT CONSTRUCTION MANAGER - PILING, DL-SEABIRD MWC 04

AMAR KANT JHA, FTC, ASSISTANT SUPERVISOR - P&M, MB-MAHSR C4

AVIJIT SINGHA, RETAINER, ENGINEER - SURVEY, MB- MTHL PACKAGE 1

BETH RAVINDRA SIDDROODH, RETAINER, SR. MANAGER - EHS, MB-MAHSR C4

RANJITH KUMAR JAGADEESAN, RETAINER, SR ENGINEER - EHS, MB-MAHSR C4

ABHISHEK KUMAR MISHRA, RETAINER, ASSISTANT OFFICER -STORES, MB-MAHSR C4

SAURABH KUMAR, FTC, SR. ENGINEER - PRECAST, MB-MAHSR C4

ANOOP K S, RETAINER, MANAGER - SECURITY, DL-SEABIRD MWC 04

AMIT KUMAR, RETAINER, ASSISTANT MANAGER - QA/QC, MB-MAHSR C4

RAMKUMAR R, FTC, ENGINEER - P&M, MB-MAHSR C4

BUDUPI MADHU, FTC, FOREMAN - CIVIL, MB- MTHL PACKAGE 1

SANDIP KUMAR MUKHOPADHYAY, M1-C, MANAGER - STORES, MB-MAHSR C4

TIJO THOMAS, FTC, ENGINEER (ELECTRICAL) - P&M, DL-RRTS P7

AKASH DAS, FTC, SR. ENGINEER - INSTRUMENTATION, DL-RVNL PKG-2

PRADEEP JANARDHAN, FTC, ASSISTANT MANAGER - EHS, DL-SEABIRD MWC 04

TANMAYA MANDAL, FTC, ASSISTANT MANAGER (MECH) - P&M, MB-MAHSR C4

VIJAY SHARMA, FTC, ASSISTANT CONSTRUCTION MANAGER (CIVIL), MB-MAHSR C4

JAYANTA KUMAR PAL, M2-C, DEPUTY GENERAK MANAGER - CONTRACTS, DL-LOWER KOPILI HYDRO ELECTRIC PROJECT

RUBISH M S, TC7, SUPERVISOR - MARINE, MB-BREAKWATER AT DABHOL

PRASHANT KUMAR, FTC, ENGINEER (MECH) - P&M, MB-MCRP PACKAGE 1 (BRIDGES)

SISINTI SAGAR PATRO, M1-A, ASSISTANT MANAGER - ACCOUNTS, MB-MAHSR C4

SUMIT DAS CHAUDHURI, M3-B, SR. DEPUTY GENERAL MANAGER - CIVIL, MB-MAHSR C4

MENTA ANANTH SAI, FTC, ASSISTANT MANAGER - PLANNING, MB-MAHSR C4

MANORANJAN MOHAPATRA, FTC, ENGINEER - P&M, MB-MAHSR C4

BIDESH KUMAR PRADHAN, FTC, SR. CHARGEHAND (ELECTRICAL) - P&M, MB-MAHSR C4

SUMEET WARIKOO, M2-A, SR. MANAGER - ERECTION, MB-MAHSR C4

KUPPILI VENKATA SIVA PRASAD, M1-C, MANAGER - P&M, MB-MAHSR C4

SANTHANAKUMAR P, S1, SUPERVISOR (ADMIN), DL-RVNL PKG-2

KUNTAL MANDAL, M1-B, MANAGER QA QC, MB-MAHSR C4

YOGENDRASINH PRAVINBHAI PARMAR, FTC, SR. ENGINEER - CIVIL, MB-MAHSR C4

SANJAY VERMA, FTC, ENGINEER (CIVIL) - PRECAST, DL-RRTS P3L1

SUBHASH KUMAR, FTC, ASSISTANT MANAGER - EHS, KK- DHUBRI PHULBHARI BRIDGE PROJECT

BALAMURUGAN PANDURANGAN, FTC, SR. CHARGEHAND - FORMWORK, MB-MAHSR C4

SUPRADIP DUTTA, FTC, ASSISTANT SUPERVISOR - STORES, MB-MAHSR C4

NAVIN KUMAR BARANWAL, FTC, ASSISTANT CONSTRUCTION MANAGER - ERECTION, MB-MAHSR C4

SELLADURAI SAMMANDAM, FTC, ASSISTANT SUPERVISOR - FORMWORK, MB-MAHSR C4

KALYAN KUMAR MONDAL, M1-C, MANAGER ERECTION, MB-MAHSR C4

VIMAL N, FTC, CHIEF SECURITY OFFICER, DL-SEABIRD MWC 04

SALUNKE HANUMANT BAPURAO, FTC, SR. ENGINEER - PRECAST, MB-MAHSR C4

SAXENA RAKESH, M1-A, ASST. MANAGER - IR & ADMIN, MB-MTHL PACKAGE 1

RATHOD SACHIN KISAN, FTC, SR. ENGINEER - PRECAST, MB-MAHSR C4

SANDEEP GOSWAMI, FTC, DEPUTY GENERAL MANAGER (MECH) - P&M, MB-MAHSR C4

ANALA SHANKAR RAO, FTC, SR. ENGINEER - FABRICATION, HY-VIZAG VESSEL, PROJECT

SUBHABRATA BASU, O1, SR. ENGINEER (MECH) - P&M, MB-MAHSR C4

ASHISH KUMAR RAI, FTC, ASSISTANT MANAGER - ERECTION, DL-RRTS P3L2

ABIRAMAN, FTC, ASSISTANT OFFICER - STORES, MB-MAHSR C4

OM NARAYAN SINGH, FTC, ASSISTANT CONSTRUCTION MANAGER - CIVIL, MB-MAHSR C4

BAKKA VINAY KUMAR, FTC, ENGINEER - CIVIL, MB-MAHSR C4

HIMANSHU KUMAR, FTC, ASSISTANT CONSTRUCTION MANAGER - CIVIL, MB-MAHSR C4

PROSENJIT BANERJEE, FTC, MANAGER - CIVIL, MB-MAHSR C4

ROYEL KANTI SAHA, M2-A, SENIOR MANAGER - ERECTION, MB-WDFCC PACKAGE 15A

RAMESH S, M3-C, JOINT GENERAL MANAGER - QA/QC, MB-MAHSR C4

CHINMAYA PRASAD BARIK, FTC, ASSISTANT MANAGER - MECHANICAL, MB-MAHSR C4

NARAYAN SARKAR, FTC, , MB-MAHSR C4

LOGESH ARTCHUNA RAMAKRISHNAN, FTC, SR. ENGINEER - CIVIL, MB- MTHL PACKAGE 1

MANJEET SINGH, FTC, ASSISTANT CONSTRUCTION MANAGER - CIVIL, MB-MAHSR C4

SJMA RASHEED, FTC, ASSISTANT MANAGER - HR (WORKMEN MANAGEMENT CELL), CN-HEAD QRS.

SHYAM MANI AGNIHOTRI, FTC, CHARGEHAND - CIVIL, MB-MAHSR C4

SANDEEP DASHRATH PARDHE, FTC, CHARGEHAND - CIVIL, MB-MTHL PACKAGE 1

GAURAV KUMAWAT, FTC, ASSISTANT MANAGER - QA/QC, HY-DEF-PROJECT

KUSH KUMAR, FTC, SR. ENGINEER - CIVIL, MB-MAHSR C4

VIKASH KUMAR, FTC, SR. ENGINEER - QA/QC, MB-MAHSR C4

NISHIKANAT SHANTARAM BHANDARI, FTC, SR. CHARGEHAND - SURVEY, MB-MAHSR C4

ASWIN GOWTHAMAN, M1-B, MANAGER - INTERFACE, DL-RRTS P7

JEYAKUMAR R, FTC, SR. ENGINEER - EHS, KK- DHUBRI PHULBHARI BRIDGE PROJECT

CHUKKA JYOTHI KUMAR, FTC, SR. ENGINEER - MECHANICAL, HY-VIZAG VESSEL, PROJECT

DEEPAK KUMAR MOHAPATRA, FTC, CHARGEHAND, HY-VIZAG VESSEL, PROJECT

JAGANNATH SUBHASH DESAI, FTC, ASSISTANT MANAGER - STORES, MB-MAHSR C4

SARAVANAN RAJENDRA SETHUPATHI, FTC, ASSISTANT MANAGER - FORMWORK, DL-RRTS P7

PARTHA SARATHY M, M1-A, ASSISTANT MANAGER - IR & ADMIN, MB-MAHSR C4

BIMAL SAU, FTC, ASSISTANT CONSTRUCTION MANAGER - CIVIL, MB-MAHSR C4

D. S. SAI ANAND, M1-B, MANAGER - PRECAST, MB-MAHSR C4

PRITAM MANNA, FTC, ASSISTANT MANAGER - EXECUTION, DL-RRTS P7

RANJAN KUMAR, FTC, ASSISTANT MANAGER - EXECUTION, DL-RRTS P7

YOGESH PRAKASH MANDRA, FTC, MANAGER - CIVIL, DL-RRTS P7

SAUD HIDAYATTULLA KUDRATE, FTC, ENGINEER - EHS, MB-MAHSR C4

MRITUNJAY KUMAR, FTC, SR. ENGINEER - PRECAST, DL-RRTS P3L1

AMARNATH CHAUDHARY, TC7, SUPERVISOR - ERECTION, DL-RRTS P3L2

MITTA SHIVAKUMAR, FTC, CHARGEHAND - CIVIL, MB- MTHL PACKAGE 1

NILESH SHIVAJI SHINDE, FTC, SR. CHARGEHAND - CIVIL, MB-THANE CREEK BRIDGE - III

YUDHVIR SINGH, FTC, ENGINEER - CIVIL, MB-MAHSR C4

JALEM PREM KUMAR, FTC, ASSISTANT MANAGER - MECHANICAL, HY-VIZAG VESSEL, PROJECT

SANGEETH NATARAJAN, FTC, SR. ENGINEER - EHS, DL-RRTS P7

VARUN FRANCIS X, FTC, SR. ENGINEER - EHS, DL-RRTS P7

RALLA SAMEER, FTC, ASSISTANT MANAGER - EHS, DL-RRTS P7

New Reponsibilities

RAJARAM K, EXECUTIVE VICE PRESIDENT & HEAD - MEP SERVICES (HCI IC), CN-HEAD QRS.

CHANDRAN I, VICE PRESIDENT & HEAD - NUCLEAR & DEFENCE, CN-HEAD QRS.

VENKATESH S, VICE PRESIDENT & HEAD - CONSTRUCTION (CIVIL WORKS GROUP JV), RIYADH METRO PROJECT IG-INTL HCIC-SAUDI ARABIA

ARVIND RAMAKRISHNA NERURKAR, PROJECT DIRECTOR-MAHSR, SECTION-3, MB-MAHSR C4

DEVASHEESH TRIVEDI, DEPUTY PROJECT DIRECTOR, AB-DFCC CTP 3R STRUCTURE

SUBRAMANIAN SA, TFL HEAD (MAIN PLANT CIVIL WORKS KKNP 3&4 AND 5&6), AB-SUPLY CMN SERVICE PCKG KAPP

KANNAN M, PROJECT DIRECTOR, KKNP 5&6 MAN PLANT

RAKESH ARORA, PROJECT DIRECTOR, RVNL 04 PKG

SARAVANAKUMAR VR, PROJECT DIRECTOR, KK- Dhubri Phulbhari Bridge Project

KUMAR PRITAM, PROJECT DIRECTOR, DL-PAKAL DUL HRT PACKAGE

RAMA KRISHNA RAJU MV, PROJECT DIRECTOR, HY-DEF-PROJECT

RAKESH KUMAR JHA, PROJECT DIRECTOR-MAHSR, SECTION-1 MB-MAHSR C4

CHAKRAVARTHY VBSPK, PROJECT DIRECTOR-MAHSR, SECTION-4 MB-MAHSR C4

SIVAKUMAR C, PROJECT DIRECTOR-MASHR, SECTION-5 MB-MAHSR C4

VIJAYAKUMAR D, HEAD - FINANCE, ACCOUNTS & ADMINISTRATION, MB-MAHSR C4

LAKSHMINARAYANAN D, PROJECT MANAGER KK- Iswar Gupta Setu

SURESH K, PROJECT MANAGER, CN-KKNPP-3/4 PLANT CIVIL WORKS

GHANSHYAM TIWARI, PROJECT MANAGER, DL - EDFC CP 303

SANTANU MAJUMDAR, PROJECT MANAGER, DL-Lower Kopili Hydro Electric Project

ITTA SUBRAMANYAM, PROJECT MANAGER, DL-RRTS P3L1

ZAMSHED ALI, PROJECT DIRECTOR-MAHSR, SECTION-2, MB-MAHSR C4

RAJARAM K, EXECUTIVE VICE PRESIDENT & HEAD - MEP SERVICES (HCI IC) CN-HEAD QRS.

CHANDRAN I, VICE PRESIDENT & HEAD - NUCLEAR & DEFENCE CN-HEAD QRS.

VENKATESH S, VICE PRESIDENT & HEAD - CONSTRUCTION (CIVIL WORKS GROUP JV), RIYADH METRO PROJECT IG-INTL HCIC-SAUDI ARABIA

ARVIND RAMAKRISHNA NERURKAR, PROJECT DIRECTOR-MAHSR, SECTION-3, MB-MAHSR C4

DEVASHEESH TRIVEDI, DEPUTY PROJECT DIRECTOR, AB-DFCC CTP 3R STRUCTURE

SUBRAMANIAN SA, TFL HEAD (MAIN PLANT CIVIL WORKS KKNP 3&4 AND 5&6), AB-SUPLY CMN SERVICE PCKG KAPP

KANNAN M, PROJECT DIRECTOR, KKNP 5&6 MAN PLANT

RAKESH ARORA, PROJECT DIRECTOR, RVNL 04 PKG

SARAVANAKUMAR VR, PROJECT DIRECTOR, KK- Dhubri Phulbhari Bridge Project

KUMAR PRITAM, PROJECT DIRECTOR, DL-PAKAL DUL HRT PACKAGE

RAMA KRISHNA RAJU MV, PROJECT DIRECTOR, HY-DEF-PROJECT

RAKESH KUMAR JHA, PROJECT DIRECTOR-MAHSR, SECTION-1 MB-MAHSR C4

CHAKRAVARTHY VBSPK, PROJECT DIRECTOR-MAHSR, SECTION-4 MB-MAHSR C4

SIVAKUMAR C, PROJECT DIRECTOR-MASHR, SECTION-5 MB-MAHSR C4

VIJAYAKUMAR D, HEAD - FINANCE, ACCOUNTS & ADMINISTRATION, MB-MAHSR C4

LAKSHMINARAYANAN D, PROJECT MANAGER, KK- Iswar Gupta Setu

SURESH K, PROJECT MANAGER, CN-KKNPP-3/4 PLANT CIVIL WORKS

GHANSHYAM TIWARI, PROJECT MANAGER, DL - EDFC CP 303

SANTANU MAJUMDAR, PROJECT MANAGER, DL-Lower Kopili Hydro Electric Project

ITTA SUBRAMANYAM, PROJECT MANAGER, DL-RRTS P3L1

ZAMSHED ALI, PROJECT DIRECTOR-MAHSR, SECTION-2 MB-MAHSR C4

GURUSAMY K, PROJECT MANAGER, DL-RRTS P7

PRAVIN P KHAMBASWADKAR, HEAD-HUMAN RESOURCES, MAHSR-C4 PACKAGE, MB-MAHSR C4

CHAUHAN RAJNEESH PUNAMCHAND, PROJECT MANAGER, CN-SITAMMA SAGAR MULTI-PURPOSE PROJECT

WIRTZ NIGEL CAMERON, HEAD-ENVIRONMENT, HEALTH & SAFETY, MB-MAHSR C4

Promotions

SARAVANAKUMAR VR, PROJECT DIRECTOR, KK- DHUBRI PHULBHARI BRIDGE PROJECT

SATYA PRAKASH, PROJECT MANAGER, MB- MTHL PACKAGE 3

ELESWARAPU SRINIVAS, BUSINESS DEVELOPMENT MANAGER DL-CLUSTER, HEAVY CIVIL INFRA IC

SANJAY SINGH GANGWAR, PROJECT DIRECTOR, DL-RRTS P3L2

ASHIWANI KUMAR TRIPATHI, JOINT GENERAL MANAGER (CIVIL), DL-RVNL PKG-2

KANNAN M, PROJECT DIRECTOR, DL-EXTRADOSED BRIDGE, BARAPULLA

TIJO C MATHEW, JOINT GENERAL MANAGER (CIVIL), CN-EDRC, HEAD QRTS.

RAKESH ARORA, PROJECT DIRECTOR, RVNL 04 PKG

GOPINATH ALLA, PROJECT MANAGER, MB- MTHL PACKAGE 1

PRASANTA KUMAR RAY, JOINT GENERAL MANAGER (P&M), MB-MAHSR C4

Absorptions

KAMLESH KUMAR GUPT, O1, SR.ENGINEER (CIVIL), KK-KACHCHIDARGAH

NARESH A, S1, SUPERVISOR - ADMIN, BL-BMRC - RT02

SHUBHAM TIWARI, S1, ENGINEER(CIVIL), DL - EDFC CP 303

ABHISHEK GUPTA, TC2, JR. CHARGEHAND (FORMWORK), KK-ISWAR GUPTA SETU

AKASH SHAW, TC2, JR ASSISTANT (QUALITY), KK- ISWAR GUPTA SETU

ALINKAN, TC2, JR. CHARGEHAND(CIVIL), KK- ISWAR GUPTA SETU

AMAL A S, TC2, JR ASSISTANT (QUALITY), CN-KKNPP PHASE 2 - HTS PACKAGE

AMIT KUMAR, TC2, JR. CHARGEHAND (FORMWORK), BL-BMRC - RT03

ANIKET KUMAR ROUTH, TC2, JR. CHARGEHAND (FORMWORK), KK- ISWAR GUPTA SETU

ANIMESH MONDAL, TC2, JR. CHARGEHAND(MARINE CIVIL), CN-COCHIN DRY DOCK

ANSHUMAN GUPTA, TC2, JR ASSISTANT (QUALITY), BL-BMRC - RT03

ANURADHA SHAW, TC2, JR. CHARGEHAND(SURVEY), BL-BMRC - RT03

APARNA MITRA, TC2, JR. CHARGEHAND(SURVEY), BL-BMRC - RT03

ATUL KUMAR, TC2, JR. CHARGEHAND(ERECTION), DL-DFCC CTP 14

BIKRAM HALDAR, TC2, JR. CHARGEHAND(MARINE CIVIL), CN-COCHIN DRY DOCK

CHANDRA KANTA BEHERA, TC2, JR. CHARGEHAND (FORMWORK), KK- ISWAR GUPTA SETU

DINESH KUMAR, TC2, JR. CHARGEHAND(ERECTION), DL-DFCC CTP 14 HARIDAS C R, TC2, JR ASSISTANT (QUALITY), CN-KKNPP PHASE 2 - HTS PACKAGE

JINAGA MAHESH, TC2, JR. CHARGEHAND (FORMWORK), CN-KKNPP PHASE 2 - HTS PACKAGE

KAMLESH KUMAR, TC2, JR. CHARGEHAND (FORMWORK), BL-BMRC - RT02

KUMARAPU SURESH KUMAR, TC2, JR. CHARGEHAND (FORMWORK), CN-KKNPP PHASE 2 - HTS PACKAGE

NITHINDAS V.P., TC2, JR ASSISTANT (QUALITY), CN-KKNPP PHASE 2 - HTS PACKAGE

PUSARLA VENKATA MURALIKRISHNA, TC2, JR. CHARGEHAND (FORMWORK), KK- ISWAR GUPTA SETU

PALLABI MODAK, TC2, JR. CHARGEHAND(SURVEY), BL-BMRC - RT02

PENUGONDA SATISH, TC2, JR. CHARGEHAND (FORMWORK), CN-KKNPP PHASE 2 - HTS PACKAGE

PILLA SURYA, TC2, JR. CHARGEHAND (FORMWORK), CN-KKNPP PHASE 2 - HTS PACKAGE

PRIYANKARI BISWAS, TC2, JR. CHARGEHAND(SURVEY), BL-BMRC - RT02

RAHUL, TC2, JR. CHARGEHAND (FORMWORK), BL-BMRC - RT02

RAHUL PATLE, TC2, JR. CHARGEHAND(ERECTION), DL-DFCC CTP 14

RAJKUMAR, TC2, JR. CHARGEHAND(ERECTION), DL-DFCC CTP 14

RAM DAS, TC2, JR. CHARGEHAND(CIVIL), KK- ISWAR GUPTA SETU

RAVI PRASAD, TC2, JR. CHARGEHAND(ERECTION), DL-DFCC CTP 14

SHUBHAM KALSI, TC2, JR. CHARGEHAND (FORMWORK), MB-MTHL PACKAGE 1

SUBHADIP CHAKRABORTY, TC2, JR ASSISTANT (QUALITY), BL-BMRC - RT03

SUBHADIP MONDAL, TC2, JR. CHARGEHAND(MARINE CIVIL), CN-COCHIN DRY DOCK

SUMAN MANDAL, TC2, JR ASSISTANT (QUALITY), CN-KKNPP PHASE 2 - HTS PACKAGE

RONTU DEY, TC2, JR. CHARGEHAND(MARINE CIVIL), CN- COCHIN DRY DOCK

VISHAL KUMAR, TC2, JR. CHARGEHAND (FORMWORK), MB- MTHL PACKAGE 1

VISHNU RAVINDRAN, TC2, JR. CHARGEHAND (FORMWORK), CN-KKNPP PHASE 2 - HTS PACKAGE

VISHNU K M, TC2, JR. CHARGEHAND (FORMWORK), CN-KKNPP PHASE 2 - HTS PACKAGE

AVIT KUMAR SAHOO, TC2, JR. CHARGEHAND (FORMWORK), BL-BMRC - RT03

Power Transmission & Distribution IC

New Joiners

MAWIA MOHAMED ABDALLA SHAMSELDIN, SR. ENGINEER - CIVIL
MOHAMMED YOUNUSUDDIN, SR. ENGINEER - CIVIL (QA/QC)
SYED ABBAS SHAH, SR. ENGINEER - ELECTRICAL (EHS)
NISHAN AHAMMED, SR. ENGINEER - CIVIL (PLANNING)
MOHAMMAD ARSHI, SR. ENGINEER - ELECTRICAL (QA/QC)
MOHAMMED AZMATH HUSSAIN, SR. ENGINEER - ELECTRICAL (QA/QC)
NISSAR AHMED KHAN, SR. ENGINEER - ELECTRICAL
MALAISLVAM RAMAR, ASST. ENGINEERING MANAGER - ELECTRICAL
SEENIVASAN KANDASAMY, ASST. MANAGER - ELECTRICAL
NITESH PONNISERY CHANDRABATH, ASST. MANAGER - ACCOUNTS
MOHAN DOSS CHINNATHAMBI, ASST. MANAGER - ELECTRICAL
MIRZA WAJAHATH ALI BAIG, SR. ENGINEER - ELECTRICAL (QA/QC)
ESWARAIAH ELUGHOTI, EXECUTIVE - MECHANICAL (P&M)
AHMED ADIL ASHRAF ALI, SR. ENGINEER - MECHANICAL (PLANNING)
SHAHBAZ ALAM, OFFICER - EHS
RAMPRAKASH BALAMURUGAN, PROJECT CONTROL MANAGER
ABID HASSAN, DOCUMENT CONTROLLER
RANJITH MATHEW KIDANGAN FRANCIS, CONSTRUCTION MANAGER - CIVIL
AATHIKESAVAN THANGAVELU, CONSTRUCTION MANAGER - CIVIL
SUMIT GOGIA, PROJECT MANAGER - ELECTRICAL
AHMED MOHAMED SAAD AHMED HUSSEIN, MANAGER - EHS
SIFISO MAXWELL SITHOLE, MANAGER - QA/QC
JISHIN CHANDRA VADAKKANMAREVEETIL, MANAGER - LOGISTICS
SYED SHAHEBAZ ALI, SR. ENGINEER - CIVIL
DEEPAK MURUGESHAN, SENIOR MANAGER (PRODUCTION), CHENNAI
ANANDH DURAISAMY, MANAGER - INSTRUMENTATION, CHENNAI HEAD QRS.

VINOTH KUMAR, ENGINEERING MANAGER - ELECTRICAL, CHENNAI HEAD QRS.
VINEET PRAKASH MISHRA, MANAGER - MARKETING, CHENNAI HEAD QRS.
MITALI VERMA, SR. SOLUTIONS DEVOPS LEADER, CHENNAI HEAD QRS.
NOAH PENNINGTON, PROGRAM GROWTH LEADER (DES SEGMENT), CHENNAI HEAD QRS.
PARTHIBAN MURUGAN, ASSISTANT MANAGER - CIVIL, CHENNAI.

New Responsibilities

K N AJITH, HEAD - HUMAN RESOURCES, CHENNAI HEAD QRS.
SETHURAMAN R, SEGMENT HEAD - UPD (SOUTH & EAST), CHENNAI.
VISWANATHAN G, CLUSTER ACCOUNTS & ADMINISTRATION MANAGER (CHENNAI CLUSTER), CHENNAI.
JOYDEEP BHATTACHARJEE, CLUSTER OPERATIONS HEAD (UPD) PATNA & RANCHI CLUSTER, PATNA.
GANESH G, HEAD - P&M & RESOURCES, CHENNAI HEAD QRS.
RAJAMANICKAM P, HEAD - PT&D (UPPER EAST AFRICA), CHENNAI HEAD QRS.
YADUVENDRA SINGH CHAUHAN, CLUSTER OPERATIONS HEAD (WEST) RENEWABLES BU, DELHI.
PRABHAKAR T, HEAD - EHS (DOMESTIC), CHENNAI HEAD QRS.
ROY FREDRICK MOSES, SR.MANAGER-HR (TALENT ACQUISITION), CHENNAI HEAD QRS.
ANUPAM GARG, CLUSTER ACCOUNTS & ADMINISTRATION MANAGER (NEW DELHI & JAMMU) CLUSTER, DELHI.
ARVIND KUMAR SRIVASTAVA, CLUSTER OPERATIONS HEAD (UPD) - LUCKNOW & VARANASI CLUSTER, LUCKNOW.
PIJUSH KANTI GHOSH, COUNTRY ACCOUNTANT - BANGLADESH, DELHI.
SUVENDRA KUMAR SENAPATI, HEAD - REGIONAL OPERATIONS, CHENNAI HEAD QRS.
SRIDHAR K, BU HR MANAGER - RENEWABLES BU (DOMESTIC), CHENNAI HEAD QRS.
SUSHIL KUMAR, HEAD - CONTRACTS MANAGEMENT (UPD BU), CHENNAI HEAD QRS.
SUSHIL KUMAR, CONTRACTS MANAGEMENT, CHENNAI HEAD QRS.

AJAY KUMAR, CLUSTER ACCOUNTS & ADMINISTRATION MANAGER (LUCKNOW & VARANASI) CLUSTER, LUCKNOW.

ARUN KUMAR SINGH, CLUSTER OPER. HEAD (TL) - KOLKATA & RANCHI CLUSTER, KOLKATA.

SADEESH G, PROJECT MANAGER (OFC) - O&M, PKG 'E', CHENNAI.

SANTOSH KUMAR GAHIR, ASST. MANAGER (ELEC) - QA/QC, LUCKNOW.

SUKANTA MAJUMDAR, CLUSTER OPERATIONS HEAD (TL) - BANGLADESH, RANCHI.

GOWTHEM MANIKANDAN JAYAKUMAR, CONSTRUCTION MANAGER (CIVIL), MUMBAI.

SANJAY KUMAR, HEAD - SUPPLY CHAIN MANAGEMENT, RENEWABLES BU (DOMESTIC & INTERNATIONAL), CHENNAI HEAD QRS.

SAI KAMESH VADRAVU, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI.

PIYUSH BHATNAGAR, MANAGER - BUSINESS DEVELOPMENT, DELHI.

BEZAWADA RAVI SIMON, MANAGER (ELEC), DELHI.

Promotions

RAMACHANDRA YADAV, SR.CONSTRUCTION MANAGER (ELEC), VARANASI.

ALPHONSE A, PROJECT MANAGER (ELEC), CHENNAI.

AEJAZ ANWAR MOGAL, PROJECT MANAGER (OFC) - PACKAGE-D, MUMBAI.

DIPAK LAHIRI, SEGMENT HEAD-MATERIALS MANAGEMENT (EAST), KOLKATA.

DAMARLA JOGESWARA RAO, SR. MANAGER (ADMINISTRATION), CHENNAI HEAD QRS.

RAJAMANICKAM P, GM & HEAD - PT&D (UPPER EAST AFRICA), CHENNAI HEAD QRS.

SAROJ KUMAR SINGH, HEAD-TLT FACTORY, PITHAMPUR, TLT PITHAMPUR.

YADUVENDRA SINGH CHAUHAN, CLUSTER OPERATIONS HEAD (WEST) RENEWABLES BU, DELHI.

NAIR ASHISH RAMACHANDRAN, CLUSTER ACCOUNTS & ADMIN MANAGER, MUMBAI.

GEETHA HARIHARAN, HEAD-ENGINEERING (PT&D-ASEAN), CHENNAI HEAD QRS.

VIJAYARAGAVAN, MANAGER - P&M, CHENNAI HEAD QRS.

MASOOD QUADRI, MANAGER (ACCOUNTS), DELHI.

SEBASTIAN SERAFIN MJ, CLUSTER OPERATIONS HEAD (SUB STATION)-MUMBAI CLUSTER, MUMBAI.

SUNANDA KRISHNA BABU J, MANAGER - ELEC (QA/QC), CHENNAI HEAD QRS.

RAJENDRAN H, SR. DGM (SCM)-SS BU, CHENNAI HEAD QRS.

TAPAN JYOTI MISHRA, MANAGER (MECH), TLT-KANCHEEPURAM.

ANUPAM GARG, DGM (ACCOUNTS), DELHI.

RAVICHANDRA REDDY GUDLA, SR. DGM (SCM)-UPD BU, CHENNAI HEAD QRS.

RAJEEV KUMAR JAISWAL, SR.ENGINEERING MANAGER (INSTRUMENTATION), CHENNAI HEAD QRS.

PIJUSH KANTI GHOSH, CLUSTER ACCOUNTS & ADMIN MANAGER, DELHI.

NANDALAL CHANDRA, SR.CONSTRUCTION MANAGER (ELEC), DELHI.

PRABHAKAR K, SR. MANAGER (ELEC), CHENNAI.

RITIN GOYAL, CLUSTER OPERATIONS HEAD (TL) - KOCHI CLUSTER, KOCHI.

DILEEP KUMAR VERMA, PROJECT MANAGER (ELEC), DELHI.

PATIL SANTOSH BAPURAO, CONSTRUCTION MANAGER (INSTRU), MUMBAI.

SRIDHAR K, BU HR MANAGER - RENEWABLES BU (DOMESTIC), CHENNAI HEAD QRS.

MADHAVAN S, MANAGER (ELEC), TLT PITHAMPUR.

SOMASUNDRAM G, CHIEF ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.

DHIRENDRA PRATAP SINGH, MANAGER (ELEC), TLT PITHAMPUR.

SUBRAMANI D, CONSTRUCTION MANAGER (ELEC), CHENNAI.

IMTIAZ AHMAD KHAN, ASST. MANAGER (ACCOUNTS), AHMEDABAD.

ALOKE CHATTERJEE, DGM & HEAD-EHS (UPD BU), CHENNAI HEAD QRS.

SUNIL KUMAR YADAV, SR.CONSTRUCTION MANAGER (ELEC), PATNA.

MRIDUL MUKHERJEE, ASST MANAGER (IR), MUMBAI.

DHANDAPANI K, SR.CONSTRUCTION MANAGER (ELEC), BANGALORE.

THANUMALAYAN VR, SR.CONSTRUCTION MANAGER (ELEC), LUCKNOW.

HARSHITHA S KUMAR, HEAD - ENGINEERING (RENEWABLES BU, PT&D), CHENNAI HEAD QRS.

AJAY KUMAR, SR. MANAGER (ACCOUNTS), LUCKNOW.

DIBYAKANTI GHOSH, SR.CONSTRUCTION MANAGER (ELEC), RANCHI.

BAKI BILLA MOLLA, SR.CONSTRUCTION MANAGER (ELEC), RANCHI.

MADHAN ARJUN K, CONSTRUCTION MANAGER (ELEC), BANGALORE.
KARTHICK C, MANAGER (ELEC), TLT PONDY.
ATHIVENKATESAN T, ASST. MANAGER (ELEC), CHENNAI HEAD QRS.
SENDILKUMAR B, MANAGER (STORES), CHENNAI.
CHANDRA BHAN SINGH CHAUHAN, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI.
SANDEEP AMIN, CONSTRUCTION MANAGER (ELEC), LUCKNOW.
SANTOSH JAISWAR, CONSTRUCTION MANAGER (ELEC), DELHI.
SANDESH RAVI KUMAR, MANAGER (CIVIL), CHENNAI HEAD QRS.
VIJAYAKUMAR T, CONSTRUCTION MANAGER (ELEC), KOCHI.
CHANDRASEKAR V, CONSTRUCTION MANAGER (CIVIL), KOCHI.
YASH SINHA, CONSTRUCTION MANAGER (ELEC), LUCKNOW.
SIBA PRASAD ACHARYA, CONSTRUCTION MANAGER (ELEC), CHENNAI.
DHOTRE RAJENDRA SONYABAPU, CONSTRUCTION MANAGER (CIVIL), MUMBAI.
ANIRUDDHA KAYET, MANAGER (ELEC) - QA/QC, KOLKATA.
R TAMIL SELVAN, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI.
SATHEESHKUMAR G, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
RAMAKRISHNAN E, CONSTRUCTION MANAGER (ELEC), DELHI.
SUKANTA MAJUMDAR, SR. OPERATIONS MANAGER (TL) - RANCHI CLUSTER, RANCHI.
GIRISH CHANDRA TRIPATHI, SR.CONSTRUCTION MANAGER (CIVIL), DELHI.
SUKHEN NANDY, MANAGER (EHS), DELHI.
SURESH KUMAR R, SR. MANAGER (MECH) - QA/QC, NAGPUR-OC.
SWETA KUMAR PATNAIK, ASST. MANAGER (ACCOUNTS), MUMBAI.
GOPALAKRISHNA GUNTUPALLI, ASST. MANAGER (ACCOUNTS), CHENNAI.
RAVICHANDRAN R, CONSTRUCTION MANAGER (ELEC), CHENNAI.
RAMAKANT SINGH, ASST MANAGER (IR), DELHI.
NAIDU CHALLA, CLUSTER EHS MANAGER, MUMBAI.
MANJULA DEVI E, SR.MANAGER (ELEC), CHENNAI.
MANISH KUMAR RAY, CONSTRUCTION MANAGER (ELEC), DELHI.
RAGHUNATH E, SR. MANAGER (INSTR. & TELE.), CHENNAI HEAD QRS.
JITI MANAS MANCHANDA, CONSTRUCTION MANAGER (ELEC), MUMBAI.
KOTA HARINARAYANA, ENGINEERING MANAGER (INSTR), CHENNAI HEAD QRS.

WAGDEVI URF SMITA KULKARNI, CLUSTER QUALITY MANAGER, BANGALORE.
ASHOK KUMAR SINGH, ASST. MANAGER (EHS), DELHI.
SHYAM SINGH, MANAGER - CIVIL (QA/QC), AHMEDABAD.
NARAYANA PANIGRAHY, CONSTRUCTION MANAGER (ELEC), KOLKATA.
PAL SINGH, ASST. CONSTRUCTION MANAGER (ELEC), LUCKNOW.
BRAJESH KUMAR PANDEY, ASST. MANAGER (EHS), VARANASI.
SAUGATA GHOSH, CONSTRUCTION MANAGER (ELEC), KOLKATA.
NABARUN HAZRA, MANAGER (ACCOUNTS), LUCKNOW.
PRADEESH TK, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
CHANDRA PAL SINGH, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
SHIVA PRASAD SATAPATHY, ASST MANAGER (IR), KOLKATA.
VIJAYASHANKAR D, ASST. MANAGER (MECH), CHENNAI HEAD QRS.
CHELLAPANDI A, ASST. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
MURALIKRISHNA SERU, SR. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
SUDHIR SATYAM, ASST. MANAGER (ACCOUNTS), MUMBAI.
BAIDYA NATH SAHU, SR.CONSTRUCTION MANAGER (ELEC), DELHI.
PADMANABAN A, ASST. MANAGER (PLANNING), KOCHI.
VIKASH VISHWAKARMA, ASST. CONSTRUCTION MANAGER (ELEC), JAMMU.
PAREKH KRUNAL AJAYKUMAR, SR. MANAGER (ELEC), CHENNAI HEAD QRS.
RAHUL S KUMAR, ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.
VENKATASATHYANARAYANA K, SR. MANAGER (ELEC), CHENNAI HEAD QRS.
MANIKANDAN U, ASST. MANAGER (EHS), CHENNAI.
SANATKUMAR MURAGI, ASST. MANAGER (ELEC), BANGALORE.
HARI KISHAN K, ASST. MANAGER (ELEC), DELHI.
SUMANTA BHOWMIK, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.
AKULA KESHAVA PRAKASH, CONSTRUCTION MANAGER (ELEC), CHENNAI HEAD QRS.
THIYAGARAJ P, DGM (CIVIL), DELHI.
MANJUNATHA REDDY K, ASST. CONSTRUCTION MANAGER (ELEC), BANGALORE.
ASHISH RAINA, CONSTRUCTION MANAGER (ELEC), RANCHI.

SPANDAN BANERJEE, SR. MANAGER (ELEC), CHENNAI HEAD QRS.
PRADEEP M, SR.CONSTRUCTION MANAGER (ELEC), AHMEDABAD.
ANJALI N, ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.
RATHINAVEL C, SR. ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.
SAURABH KUMAR, ASST. MANAGER (SYSTEMS), CHENNAI HEAD QRS.
SANJIB KUMAR BISWAS, ASST. MANAGER (ACCOUNTS), KOLKATA.
POULAMI BANERJEE, ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.
KINJAL MITRA, CONSTRUCTION MANAGER (ELEC), PATNA.
KALATHIL ANISH BABUDEVANAND, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
ANUPAM SINGH, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
PARTHASARATHY V, ASST. MANAGER (ELEC), CHENNAI HEAD QRS.
PRABHAKARAN L, ASST. MANAGER (PLANNING), AHMEDABAD.
DHANANJAY KR DUBEY, ASST. MANAGER (ACCOUNTS), DELHI.
SATHIYANARAYANAN K, MANAGER (STORES), TLT PONDY.
SABYASACHI PRADHAN, ASST. MANAGER (EHS), RANCHI.
ASIF INON, CLUSTER EHS MANAGER (UPD BU - PATNA CLUSTER), PATNA.
UTHAYAKUMAR S, ASST. MANAGER (ELEC) - SCM, CHENNAI.
SAMPATH R KUMAR, ASST. MANAGER (CIVIL) - QA/QC, AHMEDABAD.
PATEL JAIMIN VINODKUMAR, CONSTRUCTION MANAGER (ELEC), MUMBAI.
ABHISHEK SINGH, SR.CONSTRUCTION MANAGER (ELEC), MUMBAI.
GHODE RAHUL ASHOKRAO, MANAGER-CONTRACTS (TL BU), DELHI.
AMBARISH KB, CONSTRUCTION MANAGER (CIVIL), CHENNAI.
BADRI NARAYANAN R, CONSTRUCTION MANAGER (ELEC), CHENNAI.
SREEKALA KS, ASST. MANAGER (ELEC), CHENNAI HEAD QRS.
MADHUSUDAN SANTRA, ASST. MANAGER (STORES), KOLKATA.
SRIDHAR H, ASST. MANAGER (ACCOUNTS), CHENNAI HEAD QRS.
BALAMURUGAN E, SR. MANAGER (ACCOUNTS), CHENNAI HEAD QRS.
SAIKAT NASKAR, CONSTRUCTION MANAGER (ELEC), KOLKATA.
PRABHAKAR KUMAR, CONSTRUCTION MANAGER (ELEC), LUCKNOW.
SUBRAT ANAND, CONSTRUCTION MANAGER (ELEC), RANCHI.
RAFIK MOHAMED KHAN D, MANAGER (ELEC), CHENNAI HEAD QRS.
MAHENDRA SINGH, MANAGER (MECH), DELHI.
VARUL GARG, MANAGER (MECH), TLT PITHAMPUR.
RAJENDRAN V, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI.

BAJU S, MANAGER (ELEC) - QA/QC, CHENNAI HEAD QRS.
THIAGHARAJAN S, ASST. MANAGER (ACCOUNTS), CHENNAI.
SANJEEV KUMAR SRIVASTAVA, ASST. MANAGER (ACCOUNTS), LUCKNOW.
JEROME B JOHNSON, MANAGER (ELEC), CHENNAI HEAD QRS.
RUKMANGATHAN P, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI.
GANESH KUMAR S, CONSTRUCTION MANAGER (ELEC), CHENNAI.
JEYAPANDIAN T, CONSTRUCTION MANAGER (ELEC), VARANASI.
DHANABAL K, MANAGER (SCM), CHENNAI.
JANARDAN PRASAD DWIVEDI, ASST. CONSTRUCTION MANAGER (CIVIL), CHENNAI.
SWATI VINAYKUMAR MARALI, ASST. CONSTRUCTION MANAGER (ELEC), BANGALORE.
NANDA KISHORE SALAKA, MANAGER (INSTRUMENTATION), BANGALORE.
DYNESHKUMAR S, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI.
ANUPAM KUMAR TRIVEDI, MANAGER (ELEC), MUMBAI.
VIKASH KUMAR, ASST. CONSTRUCTION MANAGER (ELEC), RANCHI.
SURAJ KUMAR, CONSTRUCTION MANAGER (ELEC), RANCHI.
PARTHAJEET MAZUMDAR, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.
KAKKIRENI AMARA BHAGAVAN, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
BISWARUP KAR, CONSTRUCTION MANAGER (ELEC), KOLKATA.
K EAGAMMAI, ASST. MANAGER (ACCOUNTS), CHENNAI HEAD QRS.
RAHUL KUMAR, ASST.MANAGER (MECH), DELHI.
GOKULDAS GOVIND, ASST. CONSTRUCTION MANAGER (INSTRUMENTATION), CHENNAI.
SONALIKA, CONSTRUCTION MANAGER (ELEC), VARANASI.
ASHISH PRATAP OJHA, ASST. MANAGER (ACCOUNTS), DELHI.
KUNAL PRATAP SINGH, SR.ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.
PUTHA MYSUR RAJA REDDY, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
NIKLESH CHERAKU, CONSTRUCTION MANAGER (ELEC), CHENNAI.
PAVITHRA RAMESH, SR.MANAGER-HR, CHENNAI HEAD QRS.
MOHIT KAPAHI, CONSTRUCTION MANAGER (MECH)-STRINGING, JAMMU.
HANUMANTHAVARJULA HARISH DUTT, ASST. ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.

HARIS AZEEZ, ASST. MANAGER (ELEC) - SCM, CHENNAI HEAD QRS.
 KESHAV NATH VS, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI.
 CHODAVARAPU VENKATABHARADWAJSUBBARAO, MANAGER (ELEC), CHENNAI HEAD QRS.
 KARTHICK A, ASST. CONSTRUCTION MANAGER (ELEC), CHENNAI.
 VIKRAM SONI, ASST. MANAGER (ELEC), CHENNAI HEAD QRS.
 MAHADEVAN S, MANAGER (MECH), CHENNAI HEAD QRS.
 GEETHA B, CLUSTER OPERATIONS HEAD (UPD) - CHENNAI CLUSTER, CHENNAI.
 RENJITH KURIAN, MANAGER (MECH), CHENNAI HEAD QRS.
 ANKUR OMER, MANAGER (ELEC), CHENNAI HEAD QRS.
 RAJAPANDIYAN K, SR.ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 DEBRAJ SAHA, CONSTRUCTION MANAGER (ELEC), KOLKATA.
 ANAND RAJ, ASST. MANAGER (EHS), BHUBANESWAR.
 VIMALRAJ S, ASST. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 SAURAV YADAV, ASST. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 RAM AVTAR, ASST. MANAGER (ELEC), BANGALORE.
 LANKA B VEERA MANIKANTA KALYAN, ASST. MANAGER (CIVIL), CHENNAI HEAD QRS.
 JAI SHARMA, ASST. MANAGER (ELEC), CHENNAI.
 AMIT GAURAV, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
 SATISH UPADHAYAY, ASST. MANAGER (ELEC), BANGALORE.
 SUNNY KUMAR, ASST. ENGINEERING MANAGER (ELEC), DELHI.
 ANURAG MISHRA, ASST. MANAGER (EHS), MUMBAI.
 AKSHAY KUMAR SHARMA, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
 SAMRAT DATTA, ASST. MANAGER (CIVIL), CHENNAI HEAD QRS.
 ANKIT JAIN, ASST. CONSTRUCTION MANAGER (ELEC), AHMEDABAD.
 MUTYALA SRI PREM CHAND, ASST. MANAGER (CIVIL), CHENNAI.
 SAKTHISEKAR, MANAGER (ELEC), CHENNAI HEAD QRS.
 VELDURAI M, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.
 CHANDRA SHEKHAR PANDEY, CONSTRUCTION MANAGER - STRINGING, AHMEDABAD.
 SUMIT SHIVA, MANAGER (ELEC), DELHI.
 CHITRESH YADAV, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
 PRASSANNAKUMAR K B, CONSTRUCTION MANAGER (ELEC), KOLKATA.

AFZAL AHMAD SIDDIQI, CONSTRUCTION MANAGER (ELEC), LUCKNOW.
 RAMPHOOL SINGH, ASST. CONSTRUCTION MANAGER (ELEC), LUCKNOW.
 CHARAN KUMAR KARRA, MANAGER (ELEC), CHENNAI HEAD QRS.
 MANOJ SINGH, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
 MAYANK SRIVASTAVA, ASST. CONSTRUCTION MANAGER (ELEC), LUCKNOW.
 PRINCE KUMAR MISHRA, ASST. MANAGER (ELEC), LUCKNOW.
 SHUBHAM RAI, ASST. MANAGER (ELEC), LUCKNOW.
 SUKHVIR SINGH SOHAL, ASST. CONSTRUCTION MANAGER (INSTRUMENTATION), MUMBAI.
 SRIRAM GOPAL SRIVATSA, ASST. ENGINEERING MANAGER (CIVIL), CHENNAI HEAD QRS.
 AVINASH KUMAR, ASST. MANAGER (EHS), LUCKNOW.
 SABYASACHI BEHERA, ASST. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 SURESH GOURISHETTI, CONSTRUCTION MANAGER (ELEC), KOLKATA.
 SRINIVAS CHOWDARY MEKA, CONSTRUCTION MANAGER (ELEC), KOCHI.
 SUDHARSAN D, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 RAVIROSHAN GUPTA, CONSTRUCTION MANAGER (ELEC), RANCHI.
 SALLA RAVIKRISHNA, ASST. MANAGER (ELEC) - QA/QC, AHMEDABAD.
 MANOJ KUMAR, ASST.MANAGER (EHS), DELHI.
 SAILESH JAISWAL, MANAGER (HR), DELHI.
 SANTANU SEN, CONSTRUCTION MANAGER (ELEC), KOLKATA.
 VISWANATHAN D, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 RAVISANKAR CHITTURI, MANAGER - ELEC (QA/QC), CHENNAI HEAD QRS.
 SRIDHAR A P, MANAGER (LOGISTICS), CHENNAI HEAD QRS.
 SAURABH SINGH, CONSTRUCTION MANAGER (ELEC), AHMEDABAD.
 SURESHKUMAR S, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.
 VIVEK NARAYANAN V, ASST. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 MEENAKSHI SUNDARAM S, ASST. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 SENTHIL RAJA P, ASST. CONSTRUCTION MANAGER (CIVIL), CHENNAI.
 SHANKAR B, ASST. MANAGER (ELEC) - T&C, BHUBANESWAR.
 SHUVADIP CHATTERJEE, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.

KAUSHIK MUKHERJEE, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.
 ARYA DUTTA ROY, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 BRAMHESWAR BEHERA, ASST. CONSTRUCTION MANAGER (ELEC), BHUBANESWAR.
 KASINATH C R, ASST. MANAGER (ELEC) - QA/QC, DELHI.
 KSHATRIYA AVINASHSINGH SHRI RAMDHARISINGH, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
 PALANICHAMY P, ASST. MANAGER (STORES), CHENNAI.
 ALBY THOMAS, ASST. MANAGER (MECH)-QA & QC, TLT PITHAMPUR.
 KANNAN M, DGM (ACCOUNTS), CHENNAI HEAD QRS.
 BEZAWADA RAVI SIMON, CONSTRUCTION MANAGER (ELEC), DELHI.
 NISHANT KUMAR, MANAGER - ELEC (QA/QC), MUMBAI.
 SHANKAR A, SR. ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 RAMPRASATH S, MANAGER (ACCOUNTS), CHENNAI.
 RAJA SANTOSH KUMAR PULIJALA, ENGINEERING MANAGER (ELEC), CHENNAI HEAD QRS.
 MAYANK PARASAR, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.
 JAGADAMBA YADAV, ASST. CONSTRUCTION MANAGER (ELEC), DELHI.
 VATHIRAJ P, MANAGER (IR & ADMIN), TLT-KANCHEEPURAM.
 PRASANTA KUMAR NAYAK, ASST. CONSTRUCTION MANAGER (ELEC), KOLKATA.

Absorption

Absorbed from ENGINEER TRAINEE

RAJNANDINI SHANKAR SWAMI, SR. ENGINEER (ELEC), KOLKATA.
 DIVYA P, SR. DESIGN ENGINEER (ELECTRONICS), CHENNAI HEAD QRS.
 SUBIN SABU VARGHESE, SR. ENGINEER (MECH), TLT PITHAMPUR.

Absorbed from GET

AMAN SINGH YADAV, SR. ENGINEER (ELEC), CHENNAI.

Absorbed from GCT

SWAMINATHAN C V, SUPERVISOR - MATERIALS, CHENNAI HEAD QRS.

Absorbed from GCT

PADMANABHAN M, SR.D'MAN (ELEC.), CHENNAI.
 SAMIR KUMAR DAS, DGM (ELEC), KOLKATA.

PONNACHAN PD, FOREMAN (ELEC), CHENNAI.
 MAHESWARAN RK, HEAD-TLT FACTORY, PUDUCHERRY, TLT PONDY.
 RAVICHANDRAN P, CLUSTER ACCOUNTS & ADMIN MANAGER, CHENNAI.
 PRASHANT MADHUSUDAN SARAF, SR.CONSTRUCTION MANAGER (ELEC), KOLKATA.
 GOVARDHANAN R, SR.MANAGER (MECH), CHENNAI.
 GHUME SURESH BHIVA, SENIOR SUPERVISOR, CHENNAI HEAD QRS.
 BIDYADHAR PADHY, FOREMAN (ELEC), BHUBANESWAR.
 DEBAJIT MITRA, SR.CONSTRUCTION MANAGER (ELEC), CHENNAI.
 JASARAM PATEL, CONSTRUCTION MANAGER (CIVIL), JAMMU.
 VENKATRAMANAN R, MANAGER (SYSTEMS), KOLKATA.
 JAYAKUMAR K, MECHANICAL FITTER, CHENNAI.
 BRAHMA NAND MISHRA, MANAGER (ACCOUNTS), VARANASI.
 LANDAGE YM, PROJECT MANAGER, DELHI.
 TUKHASWAR MAHTO, SENIOR MASTER OPERATOR (TES MEC), DELHI.

RETIREMENTS

Padmanabhan M, Sr.D'Man (Elec.), Chennai.
 Samir Kumar Das, DGM (Elec), Kolkata.
 Ponnachan PD, Foreman (Elec), Chennai.
 Maheswaran RK, Head-TLT Factory, Puducherry, TLT Pondy.
 Ravichandran P, Cluster Accounts & Admin Manager, Chennai.
 Prashant Madhusudan Saraf, Sr.Construction Manager (Elec), Kolkata.
 Govardhanan R, Sr.Manager (Mech), Chennai.
 Ghume Suresh Bhiva, Senior Supervisor, Chennai Head Qrs.
 Bidyadhar Padhy, Foreman (Elec), Bhubaneswar.
 Debajit Mitra, Sr.Construction Manager (Elec), Chennai.
 Jasaram Patel, Construction Manager (Civil), Jammu.
 Venkatramanan R, Manager (Systems), Kolkata.
 Jayakumar K, Mechanical Fitter, Chennai.
 Brahma Nand Mishra, Manager (Accounts), Varanasi.
 Landage YM, Project Manager, Delhi.
 Tukhaswar Mahto, Senior Master Operator (Tes Mec), Delhi.

Water & Effluent Treatment IC

New Joiners

Sunirmal Pande, Head Qrts
 Rajesh Pralhad Patil, Head Qrts
 M Venkatarajulu, Head Qrts
 Thottoli Mridul, Head Qrts
 Sabari Malaikkannan, Head Qrts
 Avijit Mondal, Lucknow
 Neeraj Shrivastava, Bhopal
 Kumar Sanjay, Head Qrts
 Venkatesan Molayan, Bhopal
 Javedul Islam, Kolkata
 Ragavendar A, Head Qrts
 Arun Jesuraj M, Lucknow
 Alok Negi, Lucknow
 S Sabareesh, Head Qrts
 Amardeep Kumar, Hyderabad
 Deepchand, Lucknow
 Punnam Tulasi Ram, Bhopal
 Herath Pathirannehelage Thilina Bandara Herath, Srilanka
 Nagalingappa Bishetty, Bengaluru
 Sandeep Agnihotri, Lucknow
 Goripathi Udaya Kumar, Lucknow
 Mohanraj Kandasamy, Lucknow
 Prashant Kumar, Chandigarh
 Kalyan Chouhan, Lucknow
 Abhishek Sharma, Lucknow
 Divya S, Head Qrts
 Jinendra Jain, Bhopal
 Prateek Jhanji, Lucknow
 Anil Kumar Mishra, Lucknow
 Nakerikanti Rajesh, Lucknow
 G P Mukesh, Lucknow
 K Siva Kumar, Lucknow

Bisal Prasad Panda, Lucknow
 Mohd Ashif Ansari, Bhopal
 Rishabh Vaish, Lucknow
 Kshitij Shukla, Lucknow
 Pankaj Kumar, Indore
 Apurv Kumar Pandey, Lucknow
 Utkarsh Saraswat, Lucknow
 Arpit Srivastava, Chandigarh
 Adhiththa Kumaran H, Bhopal
 Shubham Atre, Bhopal
 Akula Veeravenkata Satyanarayana, Bhopal
 Chaitanya Pachori, Head Qrts
 Aman Upadhyay, Indore
 Narendran R, Bengaluru
 Chelimal Aravind Goud, Bengaluru
 Onteddu Sree Sagar Reddy, Indore
 Merin Varghese, Head Qrts
 Jungoni Ranjeeth Kumar, Qatar
 G Sri Pallavi, Head Qrts
 Vinothkumar Paramasiva Devar, Lucknow
 Govind Kushwah, Lucknow
 Mohit Motwani, Lucknow
 Jismitha Thomas, Head Qrts
 Hariharasuthan Premkumar, Head Qrts
 Sudeep, Mumbai
 B Saraswathi, Head Qrts
 Shailesh Kumar Singh, Lucknow
 Rabindranath Goswami, Lucknow
 Srikanta Mondal, Bhopal
 Mohit Kumar Tripathi, Bhopal
 Lakshmanasudharsan M, Head Qrts
 Shankarganesh Nallamuthu, Mumbai
 Balasubramanian Ramachandran, Qatar

Balaraman Muthukrishnan, Oman
 Srikanth Krishnamachari, Oman
 Santosh Kadam, Oman
 Arjun Dev Devarajan Vimala, UAE
 Karthikeyan D, Chandigarh
 G Kumaraguru, Head Qrts
 Srihari Bandi Janakiram, Tanzania
 Kumaresan, Ahmedabad
 Saravanan Arjenan, Ahmedabad
 Balakrishnan Deepika, Srilanka
 Rajkumar Panneerselvam, Head Qrts
 V Balakrishnan, Head Qrts
 Sathish M, Oman
 Pokuri Pavan Kumar, Head Qrts
 Karthick, Oman
 Krishnan Kutty Sankaran, Oman
 Vallabh Daptardar, Qatar
 Raghunathan Sampathkumar, Chennai
 Lakshmi Priya Aravind, Head Qrts
 Vineeth Krishnankutty Nair, Oman
 V Vigneshwaran, Lucknow
 Fazalur Rahaman, UAE
 Srinivasan Madhavaraman, Oman
 Wassim Makram Said Iskandar, Oman
 Gaurav Kumar, Lucknow
 Sunandan Kumar, Lucknow
 Raguljith Guru Selvam Indirajith, Bhubaneswar
 Prabhjot Singh, Lucknow
 G Kumaraguru, Oman
 Aswin Kumar Panigrahi, UAE
 Sreekumar R B Pillai, Oman
 Venkataramanan S, Chennai

Post Graduate Engineer Trainees (NICMAR)

Poondla Vishnu Vardhan, Jaipur
 Pothireddy Adarsh Reddy, Indore
 Donthi Reddy Ram Nadh Reddy, Delhi
 Shariq Masroor, Delhi
 Yukesh Kumar Krishnamoorthy, Bhubaneswar
 Abhijeet Prakash, Delhi
 Venkumahanti Rahul Babu, Delhi
 Voggu Sesa Sai Charan, Bengaluru
 Machireddy Hari Veera Sai Subrahmanyam, Bhubaneswar
 Kevin Shelly Fernandez, Bengaluru
 Bala Saikrishna, Lucknow
 Kush Patel, Chandigarh
 T Shanti Swaroop, Lucknow
 Penmetsa Venkat Raju, Lucknow
 Vedagiri Amulya, Chandigarh
 Sanjeet Nilkantha Kolkar, Lucknow
 Dandigunta Venkat Nikhil, Pune
 Tinu Maria Paul, Chennai
 Gauravgadiya Ashokkumar, Head Qrts
 Anuj Ajit Penkar, Chandigarh
 Puli Sarath Chandra Reddy, Kolkata
 Gopika S Swetha, Bengaluru
 Chandrasekhar K, Head Qrts
 Pothuganti Uday Kumar, Chennai
 Bijili Manideep, Bengaluru
 Rohan U Arabagonda, Chandigarh
 Pragatheesh Sugavanam, Bengaluru
 Saransh Satish Raipure, Lucknow
 Billakanti Sahith, Lucknow
 Abir Mahanta, Chandigarh
 Ammu Anna Thomas, Head Qrts
 Roshni Prakash Bhamare, Bhubaneswar
 Monideepa Bose, Bhubaneswar
 Aishwarya B Hadanur, Bhubaneswar

Mayank Uddhao Nikhade, Delhi
 Ankita Padhi, Delhi
 Gowdhaman, Chennai
 Bhuvanesh M, Lucknow
 Sonali Bhikaji Desai, Ahmedabad
 Kanumuri Naga Venkata Krishna Meher Aashish, Bengaluru
 Pritam Uttam Sapate, Delhi
 Faizan Anis Baig, Ahmedabad
 Mayuresh Milind Joshi, Lucknow
 Oduri Venkata Sri Ram, Bhubaneswar
 Joshi Padmadip Bhaveshkumar, Ahmedabad

Post Graduate Engineer Trainees

Rooshiha Valance Rajan, Chennai
 Ramesh Palanisamy, Head Qrts
 Hitaishi R, Head Qrts
 Karachangal Rama Manohar, Head Qrts
 Guruprasad, Head Qrts
 Mantramurthy Ramesh, Head Qrts
 Rajashekar H J, Head Qrts
 Bhupatiraju Vijaya Sri, Head Qrts
 Sarvesh Kumar Yadav, Head Qrts
 Jatin Jitendra Chhajed, Head Qrts
 Sandeep Surendra Tiwari, Head Qrts
 Ashok Kumar, Head Qrts

Post Graduate Trainees

Kiran Jotiram Pawar, Jaipur
 Bhatt Vedang, Jaipur
 Pattabhiraman R, Indore
 Manigandan N, Indore
 Rasheed Basha B, Indore
 Amal Babu P B, Lucknow
 S Bharaneethar, Lucknow
 Gowtham Palanichamy, Lucknow
 Victor Panguraj, Lucknow
 Manish Adhithya, Lucknow

Diploma Engineer Trainees

Samarth Jaywant Patil, Ahmedabad
 Imran Ustad, Lucknow
 Samrat Ganguli, Kolkata
 Somenath Bhattacharya, Lucknow
 Yamala Tekkalarao, Lucknow
 Priya Darshan Ghosh, Indore
 Ruhul Islam, Lucknow
 Deepanshu, Chandigarh
 Shanku Ghosh, Lucknow
 Ranajit Pal, Indore
 Bantupalli Raviteja, Bengaluru
 Boya Surendranath, Bengaluru
 Pratik Madhukar Tanpure, Pune
 Pavan Prabhakar Vaidya, Bengaluru
 Koyya Papparao, Ahmedabad
 Abhishek Deb, Ahmedabad
 Omkar Rajendra Harne, Jaipur
 Aniket Madhukar Gawas, Ahmedabad
 Shrikant Nayak, Kolkata
 Ankit Tularam Jibhakate, Pune
 Saumen Dey, Chennai
 Govinda Walmik Munde, Chandigarh
 Shaikh Mudassar Azhar Shaikh Moiz, Ahmedabad
 Samir Chatterjee, Bhubaneswar
 Akash Singharoy, Kolkata
 Nikhil Ramesh Ghodke, Jaipur
 Sawan Gulab Dhabale, Bhubaneswar
 Abdul Rasik V S, Kolkata
 Samrat Sen, Bhubaneswar
 Shivam Sanjay Tambatkar, Pune
 Dev Kumar Adak, Bengaluru
 Polimeni Kalyan Kumar, Ahmedabad
 Tanmoy Chakraborty, Bengaluru
 Vurukuti Deleep, Head Qrts
 Manne Prasad, Pune

Rahul Ghosh, Indore
 Vusurumarthi Tavish, Indore
 Gourab Chakraborty, Jaipur
 Aadhithyan Santhoshkumar, Bengaluru
 Anindya Kar, Indore
 Muhammed Fayis K K, Chennai
 Ajal K V, Chennai
 Rakesh Prajapati, Jaipur
 Dibya Roy, Kolkata
 Rushikesh Shrikrushna Jangale, Pune
 Omkar Tanaji Shetkar, Ahmedabad
 Naushad Harun Tamboli, Ahmedabad
 Suraj Goswami, Indore
 Koushik Basak, Bhubaneswar
 Esham A, Bhubaneswar
 Yogesh Avinash Wani, Ahmedabad
 Pawar Swapnil Sanjay, Jaipur
 Karuppasamy S, Bhopal
 Subham Hazra, Jaipur
 Pratik Kumbhare, Pune
 Shubham Khobragade, Lucknow
 Ankush, Lucknow
 Suman Sen, Kolkata
 Yadiki Sunil Kumar Reddy, Ahmedabad
 Prasad Rajendra Patil, Lucknow
 Priyadarshi Das, Kolkata
 Dipankar Paul, Kolkata
 Raju Sarkar, Chandigarh
 Chatla Arun Kumar, Chandigarh
 Subhadeep Dhar, Kolkata
 Ankit Ghosh, Kolkata
 Ananda Bera, Kolkata
 Subhadip Chandra Deb, Kolkata
 Rachaparty Venkata Lakshman, Lucknow
 Patil Pramod Shivajirao, Delhi
 Hanuman Dnyaneshwar Divte, Jaipur

Bhaskar Mandal, Bhubaneswar
 Tejas Vilas Dalavi, Bengaluru
 Nikalje Ankit Popat, Bengaluru
 Shivam Gautam, Delhi
 SK. Obaidulla, Jaipur
 Niloy Chowdhury, Jaipur
 Soumyadip Basu, Chandigarh
 Aftab Rafik Tahasildar, Jaipur
 Anand Kumar Verma, Delhi
 Mithilesh Kumar Sahu, Delhi
 Dhupal Pawan Gajanan, Bengaluru
 Kheleshwar Ramadhin Sahu, Head Qrts
 Abijith K S, Mumbai
 Devhid Madhukar Rokade, Indore
 Sreekumar M S, Bengaluru
 Gokul Das, Lucknow
 Suryawanshi Siddhant Omprakash, Bengaluru
 Sourabh Manojkumar Shukla, Lucknow
 Omkar Pramod Kushawaha, Jaipur
 Akshay Krishnadas, Bengaluru
 Kaushik Chanda, Bengaluru
 Dibyaranjan Sahoo, Bhubaneswar
 Sambhranta Biswas, Kolkata
 Pendem Durga Naveen, Bhubaneswar
 Bijoy Das, Kolkata
 Arup Kundu, Kolkata
 Anandhu Mohan, Bhubaneswar
 Sharuk Khan, Kolkata
 Mangal Majumdar, Lucknow
 Ardendu Banerjee, Kolkata
 Ishan Ishwar Goswami, Chandigarh
 Sourav Nalinakshan, Chandigarh
 Somnath Dey, Chandigarh
 Sunku Bhanu Prakash, Bhubaneswar
 Abhishek Pal, Bhubaneswar
 Soumen Bera, Jaipur

Graduate Commercial Trainees

Prasanth, Jaipur
 Ragunathan V.S., Bhubaneswar
 Hari Ragul Gokulakalivarathan, Bhubaneswar
 Muhammed Ashnad K, Lucknow
 Arun C D, Jaipur
 Kolapalli Durga Kiran, Jaipur
 Manoj Acharya, Indore
 Asfer Imam, Lucknow
 Aadharsh M, Ahmedabad
 Giridharan, Lucknow
 Thiyaneshwar Ramakrishnan, Lucknow
 Sai Nandhan, Lucknow
 Balaji Senthil, Chandigarh
 Vikas K P, Chandigarh

New Responsibilities

Satish Sc, Head - Operations (Middle East), Head Qrts

Promotions

Giridharan S, Head – Rural Water Supply
 Suresh KS, Head – Wastewater
 Sudheesh Kumar KP, Head – Africa, Water International BU
 Sivasankaran P, Head - QMS
 Balasubramanian G, Project Director
 Shanmugam S, JGM (Civil)
 Muralidharan G, Head - Electrical
 M Parthiban Mohan, Project Director
 Jagannathan P, JGM (Mech) - SCM
 Krishnan G, JGM (Mech)
 Madhur Mohan Jaiswal, Cluster Head
 Subodh Manohar Parab, Project Manager

Shaik Yesdani Ahmed, Cluster Head
 Nickson Solomon J, Sr. DGM (Civil)
 Muthupandian P, Sr. DGM (Mech)
 Kumaresan D, Sr. DGM (Civil)
 Ganesh Chatterjee, DGM (Civil)
 V Devarajan, DGM (Civil) - QA&QC
 Hari Prakash Pethakamsetty, Project Manager
 Kingshuk Biswas, Project Manager
 Sanjoy Karmakar, Project Manager
 Subramanian N, DGM (Civil) - Formwork
 Gautam Das, Chief Engineering Manager (Elec)
 Aravindan R, Project Manager
 Vijaya Kumar V, Chief Engineering Manager (Chemical)
 Ravi Raghav, Project Manager
 Narasimharamesh Y, DGM (Civil) - QA&QC
 K S Viswanatham, Project Manager
 Nagarajan T, DGM - Admin.& I.R
 Velmurugan G, DGM (Civil)
 Elango A, DGM (Civil)
 Ramsankar S, Sr. Manager (Elec)
 Rajesh K S, Sr. Manager - Accounts
 Raju R, Sr. Manager (Mech)
 Sumer Rewar, Sr. Construction Manager (Mech)
 Vivekanand Rai, Sr. Construction Manager (Mech)
 Nagarajan V, Sr. Manager (Elec) - O&M
 Karthikeyan A K, Sr. Manager - Accounts
 Sujeet Kumar, Sr. Manager - Accounts
 Ranbir Singh, Sr. Construction Manager (Elec)

Manoj Kumar Mohapatra, Sr. Manager (Mech) - EHS
 Arun Venkadesh K, Sr. Engineering Manager (Mech)
 Malay Das, Sr. Construction Manager (Civil)
 Rajasekar, Sr. Construction Manager (Civil)
 Santosh Kumar Pandey, Sr. Construction Manager (Civil)
 Jile Dar Tripathi, Sr. Construction Manager (Civil)
 Chinni Subbarayudu, Sr. Construction Manager (Civil)
 Haresh V, Sr. Engineering Manager (Mech)
 Soumyadipta Das, Sr. Construction Manager (Mech)
 Muthumanoharan K, Sr. Engineering Manager (Civil)
 Abhiroop Bose, Sr. Manager-Business Development
 Woonna Sridhara Rao, Sr. Construction Manager (Mech)
 Manu BS, Sr. Construction Manager (Mech)
 Dhanasekaran M, Sr. Engineering Manager (Mech)
 Dayana Rexaline M R, Sr. Manager (Civil)
 Pareek Umesh Ramkishor, Sr. Engineering Manager (Civil)
 Shashi Kumar, Sr. Manager - HR Systems
 Dhritiman Indranil, Sr. Manager - HR
 Naveen Kumar Nimrani, Sr. Manager - Accounts
 Kumeriya Vijay Sheshrao, Sr. Construction Manager (Elec)
 Thamilarasu A, Sr. Construction Manager (Mech)
 Pugalendhi M, Sr. Construction Manager ((Elec)

Kumaresan E, Sr. Manager (Chemical) - EHS
 Sandeep Char, Sr. Construction Manager (Mech)
 Ramanathan R, Sr. Engineering Manager (Elec)
 Rajeswari S A, Sr. Engineering Manager (Chemical)
 Pankaj Biswas, Sr. Construction Manager (Civil)
 Sunil Kumar Maharana, Sr. Manager (Mech) - EHS
 Siva Kamini Kumar G, Sr. Manager - Stores
 Sathish Kumar P J, Sr. Engineering Manager (Civil)
 Nitin G, Sr. Manager - Strategic Planning
 Gobinath B, Sr. Engineering Manager (Chemical) - Process
 Rajavel C, Sr. Construction Manager (Civil)
 Priya Shanmugam, Sr. Construction Manager (Civil)
 Dattatraya Mahadev Shipure, Sr. Construction Manager (Mech)
 Tapas Ghosh, Sr. Manager - Systems
 Suvendukrishna Pattnaik, Construction Manager (Mech)
 Baskaran S, Manager (Elec)
 Samraj Varuvel, Manager (Civil) - QA&QC
 Prakash S, Manager (Mech)
 Sathish Kannan SP, Manager - Systems
 Prakash R, Construction Manager (Civil)
 Anoop Kumar, Manager (Mech) - O&M
 Rageeth R, Manager (Mech)
 Venkata Yugandhar G, Manager (Civil)
 Rajesh E, Manager (Elec)
 Chapara Uma Kumar, Construction Manager (Civil)

Ramendra Singh, Construction Manager (Civil)	Manager - Business Development	Tamarjyoti Das, Construction Manager (Civil)	Ranjith M, Construction Manager (Civil)	Manager (Mech)	Amitabha Tarafdar, Asst. Manager - IR
Ayyappa Raja S P V, Engineering Manager (Civil)	E Sathish, Engineering Manager (Civil)	Pinidi Mohankumar, Construction Manager (Elec)	Deboline Mitra, Asst. Engineering Manager (Civil)	Kolapkar Pushkar Shivaji, Asst. Manager (Mech) - QA&QC	Ram Prasath N, Asst. Construction Manager (Elec)
Pavani Saroja Kankatala, Engineering Manager (Civil)	Samir Kumar Das, Manager - IR	Saranraj P, Manager (Elec)	Sandip Ghosh, Asst. Construction Manager (Mech)	Surya Kesavan M, Asst. Construction Manager (Mech)	Raghunandan Kushwaha, Asst. Manager (Elec) - EHS
Darshan Lal, Construction Manager (Civil)	Arun Tiwari, Construction Manager (Civil)	Parmar Amitkumar Jayrambhai, Construction Manager (Civil)	Sanjay Kumar, Asst. Construction Manager (Mech)	Vilayatwala Aliasgar Abbasi, Asst. Manager (Elec) - SCM	Venkatareddy Gottam, Asst. Manager - Accounts
Suman Samal, Construction Manager (Mech)	Prabu P, Construction Manager (Mech)	Anwar A, Engineering Manager (Chemical)	Raviranjn Kumar Singh, Asst. Construction Manager (Civil)	Sagar Verma, Asst. Construction Manager (Elec)	Prashant Kumar, Asst. Construction Manager (Civil)
Jitendra Kumar Tiwari, Manager (Civil)	Vasanth V, Construction Manager (Mech)	Karthick N, Engineering Manager (Elec)	Dulam Suresh Babu, Asst. Construction Manager (Mech)	Niteesh Chandra Mishra, Asst. Engineering Manager (Elec)	Bishal Paul, Asst. Manager (Civil)
Jagadale Harshal Vitthal, Construction Manager (Mech)	Balaji S S, Manager (Mech)	Elenchzhian K, Manager (Mech) - QA&QC	Ganesh K, Asst. Manager - Systems	Ragunathan K, Asst. Engineering Manager (Elec)	Naveen Kumar, Asst. Manager (Mech) - SCM
Sachin Rana, Manager - Business Development	Mridula Susan Tom, Manager (Civil) - O&M	Vijay Kumar Tiwari, Manager (Mech) - P&M	Anurag Kumar, Asst. Construction Manager (Instru.)	Sushanta Kumar Panda, Asst. Construction Manager (Civil)	Harshvardhan, Asst. Construction Manager (Civil)
Srikant Mishra, Construction Manager (Mech)	Siva S, Manager (Mech) - QA&QC	Sunil Kumar, Manager - Accounts	Attar Sahim Abdulmunaf, Asst. Construction Manager (Civil)	Sreevathsav P, Asst. Manager (Elec)	Tabish Jamal Hashmi, Asst. Manager (Civil)
Kundan Kumar Sinha, Manager - Accounts	Rajkumar V, Construction Manager (Civil)	Nanthakumar Ganeshan, Construction Manager (Elec)	Varatharajan M, Asst. Manager (Mech) - O&M	Sudhakar Chandrasekaran, Asst. Construction Manager (Civil)	Jenamani Suryanarayan, Asst. Manager (Civil) - QA&QC
Samir Anand, Construction Manager (Mech)	Anandan A, Manager - Systems	Jus Raj Singh, Construction Manager (Mech)	Thodima Suneetha, Asst. Construction Manager (Elec)	Padole Shailesh Deorao, Asst. Manager (Mech) - QA&QC	Kumutha V, Asst. Engineering Manager (Civil)
Saravanan R, Manager (Chemical)	Subash S, Manager (Mech) - QA&QC	Jitendranath Biswal, Construction Manager (Mech)	Swarup Sikder, Asst. Construction Manager (Civil)	Ganesh Patel, Asst. Manager (Mech) - EHS	Mukesh Kumar Singh, Asst. Manager (QA/QC)
P S Sasikumar, Construction Manager (Mech)	Manikandan A, Manager (Mech)	Babu Lal Suthar, Construction Manager (Civil)	Bhaskararao Potnuru, Asst. Manager - Accounts	Misbahuddin Khan, Asst. Construction Manager (Mech)	Dhayanandh R, Asst. Manager - Stores
Chandan Kumar Mohanty, Manager (Civil)	Ashutosh Bargh, Manager - HR	Rajesh Chaparala, Construction Manager (Mech)	Ambika Prasad Choudhury, Asst. Manager (Mech) - P&M	Panchal Anilkumar Amrutlal, Asst. Manager (Mech) - QA&QC	Arulnathan M, Asst. Construction Manager (Civil)
Govindarajan C, Manager (Mech) - QA&QC	Mallikarjuna Reddy M L, Construction Manager (Civil)	Venkatarao Grandhi, Construction Manager (Mech)	Quazi Mohiuddin, Asst. Construction Manager (Mech)	Mohd Shakeel Mansoorie, Asst. Engineering Manager (Environmental)	Venkatapavan Kumar N N, Asst. Construction Manager (Mech)
Mahidhar Reddy Ch, Manager (Elec) - QA&QC	Avinash Kumar, Construction Manager (Mech)	Rajeev Rosen Dey, Construction Manager (Mech)	Tiwari Rahul Radheshyam, Asst. Construction Manager (Instru.)	Ambika Prasad Panda, Asst. Construction Manager (Civil)	Elangovan T, Asst. Manager - Accounts
Vineet Kotwal, Manager (Mech)- P&M	Arul Magesh A, Construction Manager (Civil)	Sandipan Ghosh, Construction Manager (Civil)	Abhijeet Arman, Asst. Construction Manager (Mech)	Kirthi Pokarna, Asst. Construction Manager (Elec)	Ravi Raj, Asst. Manager (Mech)
Gandla Anil Kumar, Engineering Manager (Civil)	Saravanakumar S D, Construction Manager (Civil)	Suggula Vamsi Krishna, Construction Manager (Elec)	Kumaraguru V, Asst. Construction Manager (Mech)	Sivakumar C, Asst. Manager (Mech) - QA&QC	Cheemala Shanmugha Sathish Kumar, Asst. Construction Manager (Mech)
Sureshkumar Chevuri V N, Manager - Accounts	Hariom Kumar, Construction Manager (Civil)	Siva Prasad Ammineni, Construction Manager (Elec)	Subhrajyoti Marik, Asst. Construction Manager (Civil)	Ramya N, Asst. Engineering Manager (Civil)	Bharat Singh, Asst. Manager - Stores
Ganesh Balu Divekar, Manager (Mech) - EHS	Varun P, Construction Manager (Mech)	Surendra Singh, Manager (Elec) - EHS	Ashish Kumar Sharma, Asst. Construction	Gowtham @ Balamurugan C, Asst. Engineering Manager (Civil)	Vindhyavasani Tiwari, Asst. Manager - Stores
Amsamurugan Shanmugasundaram, Manager (Instru.)	Lukalapu Ramesh Kumar, Manager (Civil)	Madan C S, Engineering Manager (Mech)			Chintaluru Siva Prasad, Asst. Construction Manager (Civil)
P Thangaraj, Construction Manager (Civil)	Anshul Gupta, Construction Manager (Civil)	Manoj Rajendra Chavan, Construction Manager (Mech)			Satwata Mitra Majumdar, Asst. Manager (Civil) - QA&QC
Prajapati Bhaveshkumar Manubhai,	Sanjay Varghese, Manager (Mech) - SCM	Thomas Y Joy, Manager (Mech)			
	Abhishek Kathuria, Manager (Civil)				
	Saravanan S, Construction Manager (Mech)				
	Balender Singh, Construction Manager (Mech)				
	Karthick Raja R, Manager (Mech) - QA&QC				

Medisetty Sunil Ramkumar, Asst. Construction Manager (Elec)	Prajwal Halagatti, Asst. Manager (Civil) - Planning	Manager (Mech)	Sarvesh Kumar Dubey, Asst. Construction Manager (Civil)	Kunithi Sameer Kumar, Asst. Manager (Civil)	K.Ramki, Asst. Construction Manager (Civil)
Basaveswararao Arige V N, Asst. Construction Manager (Elec)	Premkumar Govindarajan, Asst. Construction Manager (Mech)	Kuldeep Kumar, Asst. Construction Manager (Civil)	Vinay Kumar Pathak, Asst. Manager - IR	Nargana Prudhvi Goud, Asst. Construction Manager (Civil)	Pritam Das, Asst. Construction Manager (Civil) - Planning
Suseendar S R, Asst. Engineering Manager (Civil)	Ramineni Srigopi Chand, Asst. Manager (Civil)	Ramprasath C S, Asst. Manager (Civil)	Vivek Kumar, Asst. Manager (Elec) - EHS	Vishal Pandey, Asst. Construction Manager (Mech)	Mohan Raj Senrayan, Asst. Construction Manager (Civil)
Asutosh Acharya, Asst. Manager (Civil) - QA&QC	Soumya Mohapatra, Asst. Manager (Civil)	Venkatesh G N, Asst. Construction Manager (Civil)	Poornima Madan Zalte, Asst. Manager (Civil) - EHS	Aravind K, Asst. Manager (Mech)	Tapas Sinha Mahapatra, Asst. Construction Manager (Civil)
Madhusudan Betal, Asst. Construction Manager (Elec)	Milan Mishra, Asst. Construction Manager (Mech)	Rohtash, Asst. Manager (Mech) - O&M	Porje Shrikant Arjun, Asst. Construction Manager (Civil)	Pamisetty Mahesh Kumar, Asst. Construction Manager (Civil)	Sushant Kumar Gupta, Asst. Construction Manager (Mech)
Vikram Koushik A P, Asst. Manager (Civil) - QA&QC	Kakarlapudi Bilvesh Varma, Asst. Construction Manager (Civil)	Sunil Kumar, Asst. Construction Manager (Civil)	Shikhar Dubey, Asst. Manager (Civil) - EHS	Debanjan Chakraborty, Asst. Manager (Mech) - P&M	Simma Yashwanth Krishna, Asst. Construction Manager (Civil)
Ezhilarasan G, Asst. Construction Manager (Elec)	Arka Datta, Asst. Construction Manager (Mech)	Rakesh Kumar Saini, Asst. Construction Manager (Civil)	Praveen Kumar G, Asst. Manager (Civil)	Amit Kumar Pandey, Asst. Construction Manager (Mech)	Santu Ghosh, Asst. Construction Manager (Mech)
Rajkumar Gayen, Asst. Manager - Accounts	Kunal Roy Chowdhury, Asst. Construction Manager (Civil)	Birjesh Kumar, Asst. Construction Manager (Civil)	Priyanka Hazarika, Asst. Manager (Civil)	Peer Mydeen M, Asst. Manager (Civil) - QA&QC	Ayan Das, Asst. Construction Manager (Civil)
Gokulakrishnan C, Asst. Engineering Manager (Elec)	Kadajarapu Mohan Kumar, Asst. Construction Manager (Civil)	Omkar, Asst. Construction Manager (Civil)	Mukul Agarwal, Asst. Construction Manager (Civil)	Anand Kumar Pandey, Asst. Construction Manager (Mech)	Gurtej Pal Singh Cheema, Asst. Construction Manager (Mech)
Ulaganathan Rm, Asst. Manager (Civil) - QA&QC	Rohit Kumar, Asst. Construction Manager (Mech)	Sathish Navubathula V V, Asst. Manager - Accounts	Ashutosh Shukla, Asst. Construction Manager (Mech)	Perumal D, Asst. Construction Manager (Mech)	Ningappa Bhimanna Valasang, Asst. Construction Manager (Mech)
Devesh Khare, Asst. Manager (Mech) - QA&QC	Varsani Ankit, Asst. Manager (Civil)	Vignesh J, Asst. Construction Manager (Civil)	Shubham Paliwal, Asst. Construction Manager (Mech)	Aravinthan R, Asst. Construction Manager (Instru.)	Ponneganti Sai Babu, Asst. Manager - Accounts
Ishwar Singh Shekhawat, Asst. Manager (Instru.) - O&M	Sunil Kumar Sethi, Asst. Construction Manager (Civil)	Govindaraj P, Asst. Construction Manager (Civil)	Toleti Vns Priyanka, Asst. Manager (Civil)	Kolla Ashok Kumar, Asst. Construction Manager (Civil)	Sakthivel Govindaraj, Asst. Construction Manager (Civil)
Saikat Mandal, Asst. Construction Manager (Mech)	Praveen Sudhakara Sindhagi, Asst. Manager (Mech) - P&M	Sathishkumar M, Asst. Construction Manager (Mech)	Lavlesh Kumar Goyal, Asst. Construction Manager (Elec)	Sachin Karotiya, Asst. Construction Manager (Civil)	Rajesh Patidar, Asst. Construction Manager (Civil)
Ananda Gopal Patra, Asst. Construction Manager (Elec)	Kushmesh Kumar, Asst. Construction Manager (Civil)	Karthikeyan C, Asst. Manager (Elec) - O&M	Bala Guru Nathan C, Asst. Manager (Mech) - QA&QC	Avinash Kumar, Asst. Manager - O&M	Balla Dinesh Kumar, Asst. Construction Manager (Mech)
Pushendra Singh Yadav, Asst. Construction Manager (Mech)	Shibendu Chakraborty, Asst. Manager - Stores	Manoj Kumar Verma, Asst. Manager (Mech) - P&M	Gopal S, Asst. Construction Manager (Mech)	Janne Rupesh, Asst. Construction Manager (Civil)	A Thirumal Palani, Asst. Engineering Manager (Mech)
Asharam Nagar, Asst. Manager (Elec) - O&M	Sumit Kumar, Asst. Manager - Stores	Udaya Kumar Dash, Asst. Manager - Stores	Tushar Saxena, Asst. Manager (Chemical) - EHS	Pugazhenth A, Asst. Construction Manager (Civil)	Gowtham Sethupathy, Asst. Manager (Mech) - QA&QC
Ranjith V, Asst. Manager (Elec) - O&M	Prakash M, Asst. Manager - Systems	Ratnesh Kumar, Asst. Manager - Accounts	Yedida Ajit Kumar, Asst. Manager (Elec) - EHS	Nagendra Pratap Singh, Asst. Manager - Stores	Jasper Jebaraj, Asst. Construction Manager (Civil)
Madanmohan Reddy Gudise, Asst. Construction Manager (Mech)	Gopirathnam S, Asst. Manager - SCM	Senthamilselvan M, Asst. Manager (Mech) - P&M	Robin V John Fernandes, Asst. Manager (Mech) - EHS	Palaniappan, Asst. Engineering Manager (Instru.)	Avinash Kumar Shah, Asst. Manager (Civil) - QA&QC
Paramjeet Singh Yadav, Asst. Manager (Elec) - O&M	Sajeev P B, Asst. Manager (Mech) - P&M	Laiquddin Sk, Asst. Manager (Civil) - EHS	Nalini Krishna, Asst. Manager (Chemical) - EHS	Rahul Gopaldasji Bang, Asst. Construction Manager (Civil)	David Deepak Jawahar, Asst. Manager (Elec)
B.N.Satish Kumar, Asst. Engineering Manager (Mech)	Vishnuprasad V M, Asst. Manager (Mech) - QA&QC	Vignesh B, Asst. Construction Manager (Mech)	Narayanan S, Asst. Manager (Elec) - EHS	Sk Imran Ali, Asst. Construction Manager (Civil)	
	Ramkumar S, Asst. Manager (Mech) - P&M	Prasant Kumar Rath, Asst. Manager - Accounts	Ravi Kumar, Asst. Engineering Manager (Mech)		
	Palanisamy C, Asst. Manager (Mech) - QA&QC	Praveen Kumar Pandey, Asst. Manager - Systems	Anmol Vyas, Asst. Manager (Civil)		
	Ravinder Rawat, Asst. Construction	Ragaaventhiran, Asst. Construction Manager (Elec)			

Ankur Bhargava, Asst. Construction Manager (Civil)

Hussain Babu, Asst. Engineering Manager (Geospatial Technologies)

Prabu S, Sr. Engineer (Mech)

Tanmoy Ghosh, Sr. Engineer (Civil)

Thanaraj G, Executive - Admin.

Kalyani Sundaram M, Sr. Engineer (Mech) - P&M

Yerramsetti Ramesh Kumar, Sr. Engineer (Mech)

Indrajit Paul, Sr. Engineer (Mech) - P&M

Christeena Janet B, Executive

Pranatosh Kumar Shee, Sr. Engineer (Civil)

Mamidi Siva Shankar Rao, Executive - HR

Kadamba Siva Kumar, Sr. Engineer (Civil)

Sandeep Kumar, Sr. Engineer (Mech)

Vinayakumara Badigera, Executive - Accounts

Ashish Kumar Singh, Sr. Engineer (Mech)

Debabrata Manna, Sr. Engineer (Mech) - O&M

Sourabh Chakraborty, Sr. Engineer (Civil) - QA&QC

Borad Bhaveshkumar Viththalbhai, Sr. Engineer (Mech)

Pankaj Kumar Vishwakarma, Sr. Engineer (Mech) - P&M

Madhavan T, Executive - Stores

Balaji R, Executive - Accounts

G Manjunath, Executive - Accounts

Rajesh Kumar D, Sr. Engineer (Civil)

Roshan Agarwal, Executive - Accounts

Tharani K, Secretary

Vaniya Satishkumar Babulal, Sr. Engineer (Mech) - EHS

Luva Harasukh Jagamal, Sr. Engineer (Civil) - QA&QC

Anandbabu R, Sr. Design Engineer (Civil)

Sumit Kamilya, Sr. Engineer (Mech) - P&M

Vivek Prakash, Sr. Engineer (Civil)

Bojjappa Gari Nagaraju, Sr. Engineer (Civil)

Arun Swarnkar, Sr. Engineer (Mech)

Sk Saibuddin, Sr. Engineer (Civil)

Santhosh Kanniyappan, Sr. Engineer (Civil)

Rajesh Kumar, Sr. Engineer (Civil)

Arup Kar, Sr. Engineer (Civil) - QA&QC

Sanoop Somarajan, Sr. Engineer (Mech)

Rakesh Kumar Behera, Sr. Engineer (Civil)

Khushpreet Singh, Sr. Engineer (Civil)

Amit Kumar, Sr. Engineer (Mech)

Rithesh Shetty, Asst. Officer - Accounts

Subramanya Bhat K, Asst. Officer - Accounts

Vignesh Kumar G, Engineer (Mech)

Avinash Singh, Asst. Officer - Accounts

Sahani Sunilkumar Ramakant, Engineer (Civil)

Amit Kanrar, Engineer (Civil)

Nidhin K, Engineer (Civil)

Manish Kumar Tripathi, Engineer (Civil)

Gowtham A B, Asst. Officer - Accounts

Bidhan Chandra Sasmal, Engineer (Civil)

Virendra Kumar, Engineer (Civil)

Neeraj Singh Yadav, Engineer (Civil) - O&M

Hariharan S, Engineer - Systems

Nitin Songara, Asst. Officer - Accounts

Namburu Mohith Kumar, Asst. Officer - Accounts

Nikhil Tripathi, Asst. Officer - Accounts

Jeyakrishnan V, Design Engineer (Civil)

Mariappan T, Engineer (Mech)

Nirmalya Kumar Swain, Engineer (Civil)

Krishna Kumar Gupta, Engineer (Civil)

Swadesh Nayak, Engineer (Elec)

Barun Dey, Engineer (Civil)

Pinaki Ranjan Ghosh, Engineer (Civil)

Pitchuka Sukumar, Engineer (Civil)

Bapi Barik, Engineer (Civil) - EHS

Thirumoorthi S, Design Engineer (Instru.)

Inbarasan V, Design Engineer (Elec)

Selvaprabhakaran S, Engineer (Civil)

Santhosh Kumar K, Engineer (Mech)

Dasari Naga Sai, Engineer (Mech) - P&M

Aravinda Kumar G, Engineer (Mech) - P&M

Tikas Mayur Mohan, Engineer (Civil)

Subhajit Ghosh, Engineer (Civil)

Sumanta Kumar Barik, Engineer (Elec) - O&M

Gopal Solanki, Engineer (Civil)

Pradeepkumar E, Engineer (Civil)

Prasath Shanmugam, Engineer (Mech)

Amit Kumar Modak, Engineer (Civil)

Anandhababu A, Design Engineer (Mech)

Suraj Singh, Engineer (Civil)

Amit Kumar Singh, Engineer (Mech)

Retirements

Venkatesh J

Arijit Das

Debendranath Chakraborty

L&TGeoStructure

New Joiners

Soumendra Kishore Roy Choudhury;

Lead - Fabrication & Erection; Katni Grade Separator Project - Package 1

Shekhar Hanuman Keskar; DGM - Planning; Katni Grade Seperator Project - Package 1

Bandharam Dhamodar; Sr. Engineering Manager - Geotechnical; High Speed Rail – C4 Package

P Purnachandran; Sr. Manager (Accounts); High Speed Rail – C4 Package

Shantanu Krishna; Sr. Manager - Geology; High Speed Rail – C4 Package

Amrendra Kumar Singh; Sr. Manager - P&M; High Speed Rail – C4 Package

Bir Kanta Bhattacharjee; Manager - Mechanical - Fabrication; Katni Grade Separator Project - Package 1

Shumon Hafila; Manager (Civil); Katni Grade Separator Project - Package 1

Shankar G; Manager (Accounts); Head Qrts

Debasis Sahoo; Asst. Manager (EHS); Flood Protection Work Kolkata - Pkg II

Pallab Mukhopadhyay; Manager (EHS); Flood Protection Work Kolkata - Pkg II

Chandra Shekhar; Manager - Civil; High Speed Rail – C4 Package

Mohd Azharuddin Z; Asst. Manager - EHS; High Speed Rail – C4 Package

Jayaesh Pandya; Manager - Accounts; Head Qrts

Kalyana Sundaram E; Manager (Civil); High Speed Rail – C4 Package

Gopinath Rajasekaran; Manager - Civil; High Speed Rail – C4 Package

Ankur Gupta; Manager (Civil); High Speed Rail – C4 Package

Krishna Kumar Yadav; Manager - Mechanical - Fabrication; Katni Grade Seperator Project - Package 1

Ramesh Chand; Manager – IR & Admin; Flood Protection Work Kolkata - Pkg II

Himanshu Chadda; Manager - P&M; High Speed Rail – C4 Package

Gautam Kumar; Manager- Mechanical - Fabrication; Katni Grade Seperator Project - Package 1

Velan; Asst. Manager - (Civil); High Speed Rail – C4 Package

Akhilesh Kumar; Asst. Manager - P&M; High Speed Rail – C4 Package

Gagandeep; Asst. Manager - P&M; High Speed Rail – C4 Package

Lijeesh Chandran; Asst. Manager (IR); High Speed Rail – C4 Package

Prabakaran V; Asst. Manager (Civil); High Speed Rail – C4 Package

Yuvaraj Ravi; Asst. Manager (EHS); MTHL Project - Package 1

Ritabrata Roy; Asst. Manager - Qa/Qc; High Speed Rail – C4 Package

Shane Alam; Asst. Manager - Qa/Qc; High Speed Rail – C4 Package

Dannana Madhusudhana Rao; Asst. Manager - Civil ; Agartala - Akhaura New Rail Link Project

Harish Kumar Sugumar; Asst. Manager -

P&M; High Speed Rail – C4 Package

Kishore Ramachandran; Asst. Manager - Civil; High Speed Rail – C4 Package

Praveenkumar S; Asst. Manager - Civil; High Speed Rail – C4 Package

Saurabh Sharma; Asst. Manager - Qa/Qc; High Speed Rail – C4 Package

Partha Das; Asst. Manager - P&M; High Speed Rail – C4 Package

Marudhamuthu Veeramuthu; Asst. Manager - Civil; High Speed Rail – C4 Package

Manoj Balwant Wankhede; Asst. Manager - Ir & Admin; Katni Grade Seperator Project - Package 1

Saratthkumar N; Asst. Manager - Civil; High Speed Rail – C4 Package

Boragan Lakshman Kumar; Asst. Manager - EHS; High Speed Rail – C4 Package

Nelimarla Venkata Surya Narayana; Asst. Manager - Civil; Construction of H.L Bridge over river Subarnarekha

Sukhendu Sau; Asst. Manager - Civil; High Speed Rail – C4 Package

Hareesh Kumar M; Asst. Manager - Stores; High Speed Rail – C4 Package

Jayanta Kumar Bera; Asst. Manager - P&M; Katni Grade Seperator Project - Package 1

Swaminathan K; Asst. Manager - P&M; High Speed Rail – C4 Package

Pratip Kanti Mondal; Asst Manager - Civil; Katni Grade Seperator Project - Package 1

Vikesh Velechate; Asst Manager - Planning; High Speed Rail – C4 Package

Penmetsa Gowtham Siva Naga Krishna Varma; Asst. Manager - Planning; High Speed Rail – C4 Package

Mihir Das; Asst. Manager - P&M; High Speed Rail – C4 Package

Bijit Ghosh; Asst. Manager - EHS; High Speed Rail – C4 Package

Sukkiran D; Asst. Manager - Civil; High Speed Rail – C4 Package

Anoop Kumar Srivastava; Asst. Manager - Geology; High Speed Rail – C4 Package

Suraj Kumar; Asst. Manager - Civil; Katni Grade Seperator Project - Package 1

Madhankumar S; Asst Manager - Civil; Katni Grade Seperator Project - Package 1

Saket Patle; Asst. Manager - Civil; Katni Grade Seperator Project - Package 1

Vijay K; Asst. Manager - Civil; Katni Grade Seperator Project - Package 1

Pradeep Kumar; Asst. Manager - IR & Admin; High Speed Rail – C4 Package

B Siva Rama Krishna Rao; Asst Manager - Stores; High Speed Rail – C4 Package

Sudhakar Periyasamy; Asst. Manager - Civil; Katni Grade Seperator Project - Package 1

Biswajit Chakraborty; Asst. Manager - Geology; High Speed Rail – C4 Package

Sourya Dutta; Sr. Engineer - Civil; Flood Protection Work Kolkata - Pkg II

Ravi Krinda Sandeep Kumar; Sr. Design Engineer (Geotechnical); High Speed Rail – C4 Package

Gandhar Pramod Nigudkar; Sr. Engineer - Geotechnical; High Speed Rail – C4 Package

Srinivasan; Sr. Engineer - Civil; Agartala - Akhaura New Rail Link Project

Raja; Sr. Engineer (Civil); High Speed Rail – C4 Package

Suresh Chouhan; Sr. Engineer - Civil; High Speed Rail – C4 Package

Amit Kumar Singh Rathour; Sr. Engineer - Civil; High Speed Rail – C4 Package

Ganana Jothy; Sr Engineer - Civil; High Speed Rail – C4 Package

Manirathnam K; Sr. Engineer – EHS, High Speed Rail – C4 Package

Rajat Subhra Roy; Sr. Engineer - Qa/Qc; High Speed Rail – C4 Package

Sarthak Soundarya Biswal; Sr. Engineer - Civil; High Speed Rail – C4 Package

R Venkatesh; Sr. Engineer – Civil Qa/Qc; High Speed Rail – C4 Package

Arockiya Rolington Cruz Wilfred; Sr. Engineer - P&M; Katni Grade Seperator Project - Package 1

Santosh Tukaram Patil; Sr. Geologist; High Speed Rail – C4 Package

Donka Premchand Kumar; Sr. Engineer - Civil; High Speed Rail – C4 Package

A Venkatesan; Sr. Engineer - EHS; High Speed Rail – C4 Package

Subhadip Bhowmick; Engineer (Civil); High Speed Rail – C4 Package

Dipankar Bhomik; Sr. Engineer (Civil) - Survey; Agartala - Akhaura New Rail Link Project

Ishu Tiwari; Sr. Engineer (Civil); High Speed Rail – C4 Package

Sabari K; Engineer - Geotechnical; High

Speed Rail – C4 Package

Prabhu A; Engineer - Geo Technical; High Speed Rail – C4 Package

Sivabalan Palanivel; Engineer - Geotechnical; High Speed Rail – C4 Package

Janarthanam N; Engineer - Geotechnical; High Speed Rail – C4 Package

Venkatesh MG; Engineer - Geotechnical; High Speed Rail – C4 Package

Debasish Maiti; Surveyor; Flood Protection Work Kolkata - Pkg II

Achintya De; Surveyor; Katni Grade Separator Project - Package 1

Ananda Krishnan G; Graduate Commercial Trainee; Construction of New Navigational lock at Farakka

Logesh Kumar V; Graduate Commercial Trainee; Construction of New Navigational lock at Farakka

Kishore; Diploma Engineer Trainee; Katni Grade Separator Project - Package 1

Gokul Kalimuthu; Graduate Commercial Trainee; Cut and Cover Section at Korukkupet-UAA09

Srivignesh Rangaraj; Graduate Commercial Trainee; Agartala - Akhaura New Rail Link Project

Suhith. S. Rai; Graduate Commercial Trainee; Flood Protection Work Kolkata - Pkg II

Udipi Badikillaya Leeladhar; Graduate Commercial Trainee; Construction of H.L Bridge over river Subarnarekha

Prakash; Diploma Engineer Trainee; High Speed Rail – C4 Package

Satya Prakash Maurya; Diploma Engineer Trainee; Katni Grade Seperator Project - Package 1

Sreejith S; Diploma Engineer Trainee; High Speed Rail – C4 Package

Shashank Dwivedi; Diploma Engineer Trainee; Agartala - Akhaura New Rail Link Project

Soumyajyoti Sahu; Diploma Engineer Trainee; Katni Grade Seperator Project - Package 1

Ankit Kumar; Diploma Engineer Trainee; High Speed Rail – C4 Package

Kandubothu Durga Rao; Diploma Engineer Trainee; High Speed Rail – C4 Package

Ayan Chatterjee; Diploma Engineer Trainee; Katni Grade Seperator Project - Package 1

Yuvan Rajesh; Graduate Commercial Trainee; Katni Project - PKG 2

Ravikumar HariPriya; Graduate Engineer Trainee; Head Qrts

Animesh De; Surveyor; Construction of H.L Bridge over river Subarnarekha

Venkatesan S; Foreman; High Speed Rail – C4 Package

Buddha Debray; Foreman - Piling; High Speed Rail – C4 Package

Sougat Karmakar; Surveyor; Agartala - Akhaura New Rail Link Project

Anurag Chand Mishra; Executive - Admin; High Speed Rail – C4 Package

Shree Ram Singh; Piling Foreman - Civil; High Speed Rail – C4 Package

Ajeet Kumar; Supervisor -EHS; High Speed Rail – C4 Package

Munsi Toufick Hossain; Engineer - Qa/Qc; High Speed Rail – C4 Package

Raaghul G; Trainee - IR; High Speed Rail – C4 Package

Vinay Kumar Pandey; Asst. Officer - Stores; High Speed Rail – C4 Package

Veeramani Balu; Engineer EHS; High Speed Rail – C4 Package

Sujen Sen; Sr. Engineer - Qa/Qc; Katni Grade Seperator Project - Package 1

Sudhir Kumar Singh; Foreman - Piling; Katni Grade Seperator Project - Package 1

S Kathirvelu; Foreman- P&M; High Speed Rail – C4 Package

N Yogan; Sr. Engineer - Qa/Qc; High Speed Rail – C4 Package

Praveen Kumar J; Sr. Engineer - Qa/Qc; High Speed Rail – C4 Package

Mahendra Singh; Piling Foreman - Civil; High Speed Rail – C4 Package

Deepak Nath; Piling Foreman - Civil; High Speed Rail – C4 Package

Nripen Biswas; Foreman - Piling; High Speed Rail – C4 Package

Ashish Verma; Sr. Engineer - Civil; High Speed Rail – C4 Package

S. Srinivasan; Supervisor - Accounts; Head Qrts

Nunna Satyanarayana; Asst. Officer - Accounts; Head Qrts

Sundar Raj Maruthai; Sr. Engineer - Qa/Qc; Katni Grade Seperator Project - Package 1

Santadas Prakash Solkar; Geologist; High

Speed Rail – C4 Package

Parimal Mondal; Mechanic; High Speed Rail – C4 Package

Jameel Khan; Engineer - Civil; Katni Grade Seperator Project - Package 1

Pampana Gangadhararao; Sr. Engineer - Geology; High Speed Rail – C4 Package

Pravas Ranjan Das; Asst. Officer - Stores; Construction of H.L Bridge over river Subarnarekha

Danda Suresh; Foreman - Pilecap; Katni Grade Seperator Project - Package 1

R Baskaran; Foreman - Marine; Sea Water Intake TANGEDCO Uppur

Md Shakoor Ansari; Foreman - Piling; High Speed Rail – C4 Package

Oppada Srinu; Foreman - Piling; High Speed Rail – C4 Package

Manoj Chauhan; Embankment - Foreman; Katni Grade Seperator Project - Package 1

Chinmay Vivekananda Lokre; Sr. Engineer - Geology; High Speed Rail – C4 Package

Absorption

Sathishkumar S; Sr. Engineer (Design); Head Qrts

Deepan Parthasarathy; Sr. Engineer - Systems; Design and Construction Runj Dam MP

Retirements

Vaidyanathan S; JGM-Head-Finance, Accounts & Admn.; Head Qrts

AMN FELICITATED ON UNIQUE CAREER MILESTONE - 55 YEARS OF DEVOTED SERVICE



The new impressive office complex at Powai, Mumbai, was christened 'A.M. Naik Tower' and presented to Mr. Naik as a unique 55 Year Long Service Award inside an auditorium in that very tower. The ceremony on 18 December, hosted by the CEO & MD, Mr S N Subrahmanyam, saw many of L&T's Executive Directors, current and former members of the L&T Board and their spouses in attendance.

Speaking on the occasion, SNS touched on Mr. Naik's pivotal role in shaping the Company's history, his long list of accomplishments and total devotion to the Company. He also talked about the various honours bestowed upon Mr Naik, particularly emphasising on the high national honours and the Danish Knighthood - First Class. SNS, along with other Board Members, presented Mr Naik with a specially designed and intricately carved Long Service Award. As a mark of affection, Mrs Naik was presented a memento by the spouses of the Board members led by Mrs Subrahmanyam.

In his acceptance speech, Mr. Naik dwelt briefly on the past before turning his attention to the future: "L&T Powai

campus will become an iconic address. In June 2022, the upcoming A M Naik School will be opened for admission and there will be residential towers and commercial spaces," he said. He presented his efforts at philanthropy that focuses on three areas - education, health and skills building - for the betterment of his janmabhoomi and karmabhoomi.

Earlier in the afternoon, former CEO & MD Mr K Venkataramanan said: there are leaders, but there are very few shapers. Shapers are the ones like AMN, who leave a fantastic imprint on an organisation. LTI's former CEO Mr V K Magapu said that AMN first transformed the training culture for workmen and GETs. Next, he transformed work relations and then he transformed the Company into a family. Welcoming guests at the commencement of the function, L&T Realty CEO & MD Mr Shrikant Joshi said that the event was special because it was unlikely that Mr. Naik's career record would ever be broken. L&T Whole-time Director & Sr EVP (Energy) Mr Subramaniam Sarma, delivered the vote of thanks.