

# ECC NEWS

Employee Communication Journal of L&T Construction

*Celebrating  
Champions*

of Digital Innovation,  
Timely Delivery, & Quality



IN HER ELEMENT  
WHERE THERE  
ARE WOMEN,  
THERE IS POWER.





# OUR WORKERS ARE JUST AS IMPORTANT FOR SUCCESSFUL DELIVERY



**“Never forget that even though we are in a project-based business, it is still a people’s business; workers are just like us in every way, and it always pays to be human with human beings.”**

If all of us take pride in our efforts at nation building, we must appreciate that our 3.5 lakh workers who toil at our various sites and workshops make an equally important contribution to our continued success. Even as we use technology and develop AI-powered solutions to take over the more laborious, repetitive and hazardous tasks at site, there is no denying that our workers will remain a vital link in our eco-system, and it is in our best interests to keep them committed to us.

Neither can we wish away the migratory nature of workers nor condone their various compulsions that make it difficult for them to remain committed for long. On the other hand, it is imperative for us to retain them longer at our sites to maintain the quality of

our delivery. We have instituted departments to handle HR for Workers across businesses, and it must remain our collective responsibility to make workers feel a part of our organization.

### Create and sustain a sense of belonging

Very much like us, workers will be committed to us only if we can evoke in them a sense of belonging, make them feel wanted and impress upon them that they are just as important to our projects as our employees. The moment we appreciate their importance, our treatment and attitude towards workers will change. With our WISA App, worker onboarding has become extremely easy and hassle-free, and we must ensure that that experience continues. By paying a lot more attention to improving their habitats and

living conditions, ensuring that their basic needs are met, and their working conditions are fair, we stand to gain immensely.

Just as we receive our salaries on time month on month without fail, it is our responsibility to ensure that workers are paid their wages on time, month on month, without delays. This is a sure shot way to make them feel that they are important to us and are a part of a great Company, even though they are not on our rolls. For many of them, timely wages are a must.

### Treat them as equals

The worker ‘We respect your work; We care for your good life’ campaign that we have launched across half a dozen sites is our first real concerted effort to engage with our workers; it is the first time that we are reaching out to them, connecting with them, informing them of the financial and family welfare schemes that they are entitled to, listening and addressing their grievances and meeting some of their fundamental requirements. Gradually, these measures will reap us rich dividends. It is, however, imperative to sustain these and, more crucially, roll this campaign across more sites at the earliest. Every project site faces similar worker-related issues and if this campaign is helping to mitigate some of the more basic ones, it stands to reason for every site to adopt and implement it. Our Corporate Centre and Corporate Communications teams are ready to act instantly; it just requires the will from site leaderships to adopt.

### It is also about change management

The success of such a campaign depends on how quickly we can change our mindset towards workers, uniformly across the organisation. Such a change of approach will evoke a reciprocal change amongst workers too, towards each one of you at site and, at a broader level, towards the Company and over time, start feeling proud that they are associated with a nation-builder.

**“Even as we use technology and develop AI-powered solutions to take over the more laborious, repetitive and hazardous tasks at site, there is no denying that our workers will remain a vital link in our eco-system, and it is in our best interests to keep them committed to us.”**

Going beyond just improving their life at sites, we are even launching a Corporate Social Responsibility campaign to reach out to their families in their villages with welfare programmes to improve their lot and, that will gradually create goodwill for Brand L&T.

Worker management requires a multi-pronged approach for our sustained success in delivering projects in time and meet the high expectations of our various clients. Never forget that even though we are in a project-based business, at the end of the day, it is still a people’s business; workers are just like us in every way, and it always pays to be human with human beings. We stand to gain enormously by slightly tweaking our thinking, intent, approach and actions towards them.

Let’s make it happen. Together.

All the best!

**S. N. SUBRAHMANYAN**  
Chairman & Managing Director, Larsen & Toubro



**“Just as we receive our salaries on time month on month without fail, it is our responsibility to ensure that workers are paid their wages on time, month on month, without delays.”**



# WINSPIRING ACCELERATED ACTION



"If we continue at the present pace of adopting gender parity, it will take us all of 5 generations to achieve our goal," cautioned Mrs. Meena Subrahmanyam, President – Prayas Trust, emphasizing the need for accelerated action in DEI adoption. Her audience was 600+ vibrant women, who in their elements packed the multipurpose hall, AMN Tower, Mumbai, on 6 March, with another 6,000+ connected virtually, to celebrate International Women's Day in the company of Mr. S N Subrahmanyam, Chairman & Managing Director, L&T; and a host of other senior leaders. **Where there are women, there is power** promised the backdrop against which unfolded the various events that reflected positive energy, enthusiasm, and happiness of sharing.

## In Her Element

The event was based on the theme of **In Her Element**, a powerful concept capturing the essence of a woman, embodying her strength, passion, and purpose, signifying her confident alignment with her true self, embracing her talents, values, and

abilities. An evocative film brought the theme alive based on the 5 elements: Earth – which symbolized strength, grounding, and resilience; Water – which represented fluidity, adaptability, and depth; Fire – reflecting passion, transformation, and energy;



SNS launches the 'In Her Element' film



S N Subrahmanyam  
Chairman &  
Managing Director

*We are particularly inspired by our women who have risen, breaking barriers, taking on senior leadership roles and inspiring others with their achievements to rise and shine in their respective areas and functions. As an organization, we have been continually evolving and fine-tuning our policies to stay relevant and responsive to the needs of our women and, in the process, create and sustain an inclusive, safe, and supportive environment for our women colleagues. Our industry-first menstrual leave policy, introduced for the parent Company, in response to your feedback is indeed ground-breaking, demonstrating our commitment to empathy, understanding, and creating a workplace that truly cares and is inclusive. Today, some of our women lead complex projects across ICs, while dedicated programmes are fast-tracking careers. Urge each of you to continue to voice your opinions, take stronger positions, and seek the opportunities you deserve. Your perspectives, ideas, and leadership are vital to shaping the future of our organization. We are listening, and we are committed to doing more.*



A panel discussion moderated by Ms. Uma Srinivasan dwelt on accelerating action to create an inclusive, diverse, and empowering environment for women's development.



Air – which stood for freedom, intellect, and change; and Space – which embodies a sense of freedom, independence, and limitless potential. Featuring women from 17 business units of L&T, the film highlighted their resilience, strength, balance, creativity, and perseverance with graceful dance movements set to rhythmic music.

A poetic tribute to women, composed and rendered by Mr. A L Sekar, Advisor to CMD, HCI Business, set the context for Ms. Poonam Chandok, Vice President & Head – HR, L&T Energy Hydrocarbon, to share about the ground covered thus far by L&T in its DEI journey, aptly describing it “from reading the book to being in the book” and celebrating L&T’s recognition as among the 100 Best Companies for Women in India by AVTAR. Dr. C Jayakumar, CHRO, then elaborated on the several milestones already achieved, including women participation hitting 47% in SSC, 25% in EDRC, and 20% in offices, while acknowledging that although overall it was still at 9% levels.

A panel discussion moderated by Ms. Uma Srinivasan, JGM & Head – Talent Acquisition, Heavy Civil Infrastructure IC, followed based on accelerating action to create an inclusive, diverse, and empowering environment for women’s development.

SNS then launched DEI Showcase, a virtual platform, highlighting the collaborative efforts of various ICs to showcase their

year-round work promoting DEI, after which the DEI Ally Awards were given away, recognizing the efforts of several DEI Champions to advance diversity, equity, and inclusion, and foster a more inclusive environment.

Focusing on the significant role of women in driving innovation and positive societal impact, Mrs. Subrahmanyam, in her address, cited Prayas Trust’s social welfare initiatives for the underprivileged, stressing the importance of safe and inclusive digital spaces. She called on men to be empathetic and supportive, and urged women to prioritize self-care, even if it meant saying ‘no’ at times.

In a light-hearted address delivered in his own inimitable style, SNS praised the women he was working with, highlighting their achievements, emphasizing the need for an ecosystem supporting working women, with the required policy changes. Commending the WINSPIRE programme, he advocated for more female mentors to groom younger women. His announcement of a one-day paid menstrual leave, in response to suggestions from a women employee, brought the roof down.

Even as the evening ended, Dr CJK’s words remained that women were no more part of the story but were shaping it, creating opportunities to rise and excel.



Women leaders present SNS the 100 Best Companies for Women in India award by AVTAR & Seramount



Mrs. Meena Subrahmanyam  
President – Prayas Trust

*While we recognize progress, we acknowledge the need to empower women and girls even more. Women have always been a formidable force in shaping our world, often under-recognized, but undeniably indispensable. From the relentless dedication of mothers, daughters, and sisters to the ground-breaking contribution of leaders, artists, scientists, and activists, women have consistently driven progress, sparked innovation, and instigated vital change. Work is what brings us together, and by our nature, women are designed to nurture and make a positive impact to the society. Globally, 30%–50% women internet users face online harassment in some form or the other – a systemic issue that requires our urgent and concerted attention. Let us accelerate change by supporting the supporters, engage with organizations that champion women causes, start small initiatives ourselves, or join existing ones that push for change and move the needle in favour of gender parity. Let us become each other’s mirrors, and if we do so, we will not need any filters. Let us honour the strength, resilience, and compassion that women bring to the world. Your unwavering strength and determination illuminate the path forward. As women, with all our might, let’s continue to play pivotal roles in crafting better homes, workspaces, societies, and, ultimately, a nation where equality, respect, and opportunities are accessible to one and all.*



A skit on gender bias



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McKinsey research reveals that companies in the top quartile for gender diversity are 27% more likely to outperform financially than those in the bottom quartile. L&T has thus been leading the charge towards gender parity on the 4 pillars of Induct, Develop, Engage, & Enable. Under Induct, 50% of all women in L&T have joined L&T over the past 3 years, with nearly 500 in covenanted roles, and 30% of campus recruits have been women, consistently over the past 3 years. In certain pockets, women representation has soared to 47% in SSC, 25% in EDRC, and 20% in offices, although the cumulative is still at 9% levels. Apart from focused drives by ICs to hire women, the Renew programme has brought back several women into the fold. The Winspire series under Develop has thus far touched 900 women across the organization. DEI Champs across businesses are driving the DEI agenda under Engage, while 16,000 employees have been reached out to as a part of the significant work being done to reduce unconscious biases against women. Finally, under Enable, the Company has taken several pro-women steps like ensuring that a woman employee's ratings are not adversely impacted because of her pregnancy break, setting up day-care centres, creches, & wellness rooms, initiating travel benefits for mothers, and flexible hours & hybrid working for pregnant women. Women are not the story, they are shaping it; they are creating opportunities to grow, and at L&T we see no glass ceilings, just a launch pad for women to rise and excel.



**Dr. C Jayakumar**  
EVP & Head –  
Corporate Human Resources

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**Ms. Poonam Chandok**  
Vice President & Head – HR,  
L&T Energy Hydrocarbon

We are extremely proud that our concerted efforts to drive DEI across the Company has resulted in L&T being recognized among the 100 Best Companies for Women in India in 2024 by Avtar & Seramount. It certainly gives wings to our flight to achieve the Lakshya target of 10% women. Our unique Charter to improve diversity rests on 4 pillars: Induct (improve the entry of women into the organization and create more roles & opportunities for them), Engage (create an inclusive ecosystem where the women can stay, say, & strive to be the best professionals they can be), Develop (fuel the women leadership pipeline), and Enable (with policies & practices which help women during challenging phases of their lives). We have covered a fair bit of ground but realize that we have miles to go, for globally, women representation in corporates is 42%, with 32% of them in leadership positions; the Indian average is 33%, with 18% playing leadership roles, while the average presence of women in the Indian construction industry is 12%.

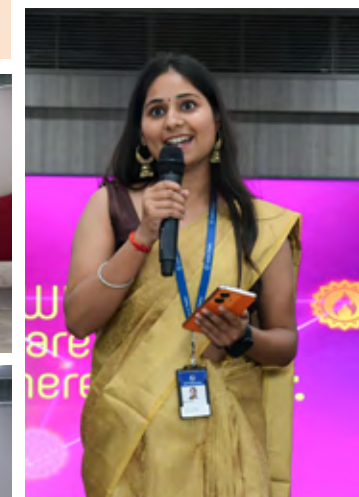
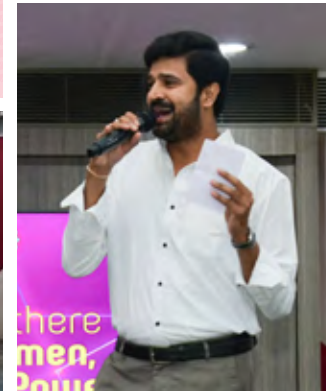
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The DEI Ally Award winners



# Chennai HQ celebrates IWD ♀





## Best Paper Presentation Award for Phoenix P-25 Triton Project



Madhusudhana B P, Senior Engineer – BIM at B&F IC's Phoenix P-25 Triton site in Hyderabad, at the Indian Lean Construction Conference (ILCC) 2024, bagged the Best Paper Presentation Award for the journal paper titled 'Integrated Lean and BIM Processes for High-Rise Construction', highlighting the implementation of digital BIM workflows at the Phoenix P-25 Triton site.

The research by Madhusudhana and his co-author Ganti Shanmukh, Senior Engineer – BIM at the Navi Mumbai International Airport Project, highlights the seamless integration of Lean Construction principles with BIM processes to address key challenges in high-rise construction.

"Through this innovative approach, we demonstrated significant time and cost savings, as well as a substantial reduction in rework at the site," Madhusudhana informs. "The paper further explores the practical benefits of this integration, offering valuable insights into how digital tools and Lean methodologies can revolutionize project delivery while promoting resilience and efficiency."

Organized by the Institute for Lean Construction Excellence (ILCE), the conference was held at IIT Guwahati from 23 to 27 November 2024, under the theme of 'Lean Construction 4.0: Project Delivery for Resilient Infrastructure'.

## HCI IC participates in 4<sup>th</sup> International Workshop on Technologies for Low-Carbon & Lean Construction

Heavy Civil Infrastructure IC (HCI IC) played a key role at the 4<sup>th</sup> International Workshop on Technologies for Low-Carbon & Lean Construction (TLC2) Conference, organized by IIT Madras on 27–28 January 2025, with T. Srinivasan, Head – Quality, HCI IC, being an invited speaker alongside distinguished professors from leading institutes across the world. The event saw active participation from industry professionals, material engineers, and research scholars, fostering insightful discussions on cutting-edge construction practices.

Presenting on the theme of 'Sustainability through Standardized Contract Specifications', Srinivasan emphasized the pivotal role of sustainable concrete mix designs in reducing carbon footprints. He highlighted the challenges faced by contractors in incorporating supplementary cementitious materials (SCMs) like fly ash and ground granulated blast furnace slag (GGBS), particularly due to ambiguous and variable contract specifications.

**His insights sparked an engaging discussion on the following topics:**

- The need for harmonizing contract specifications with sustainability goals
- How standardized guidelines can facilitate the use of eco-friendly materials without compromising quality and durability
- The role of regulatory bodies for a smoother transition to low-carbon construction
- The importance of collaboration among clients, consultants, and contractors to drive sustainable innovation

Participation in the workshop reinforced L&T's commitment to sustainability and lean construction, positioning HCI IC as a leader in driving quality, innovation, and eco-conscious engineering solutions. The event served as a dynamic platform for knowledge exchange, bridging the gap between research and real-world applications to shape the future of low-carbon and resilient infrastructure.





# “TECH ADOPTION IS MORE THAN JUST IMPLEMENTING TOOLS”

## Karthick Kasimayan

Assistant Manager (Digitalization), HCI IC

Though on the rolls only since 2019, Karthick Kasimayan has been involved with L&T projects since 2015, having started his digital journey at the CMRL and KKNPP HTS Projects. Currently driving digitalization from Heavy Civil IC’s Corporate Centre, he manages several notable transformation projects, including Precast Segment Tracking, Tunnel Segment Management System, and Quality Sanyog. “I develop and execute digital strategic plans for the business, including revenue forecasting, competitor analysis, project progress monitoring, and assessing prospects, business lines, and market geographies,” Karthick lists his responsibilities.

“Technology adoption is certainly more than just implementing tools; it is also about ensuring user comfort,” he shares. “Our training programmes help employees transition to new digital tools, reducing resistance and increasing overall adoption rates.”

A vital contributor to the ‘4M’ digital initiative, Karthick has developed apps for connecting People, Machines, Materials, and Methods to achieve integrated digital project management, like the Workmen Attendance System & Productivity Tracker Apps for Men; ConPro, RebarPro, Material NxT, etc. for Material; IoT and Fuel Sensors for Machinery; and Procube, SHEILD, IB4U, AI Computer Vision for Method. “With these Apps, our data-driven decision making has improved, contributing to the development and deployment of advanced data analytics platforms like Power BI Dashboards to help project management teams plan better.” He adds, “My next objective is to enhance existing digital solutions by integrating Artificial Intelligence models, with the goal of improving cost savings and project productivity.”

“My Immediate Superior is extremely supportive in analysing and bringing my ideas and vision to reality, encouraging me to explore new technologies and continue learning,” Karthick notes with gratitude. “My teammates are positive and motivating, always



“*With our Apps, our data-driven decision making has improved, contributing to the development and deployment of advanced data analytics platforms like Power BI Dashboards to help project management teams plan better.*”

encouraging one another and fostering a collaborative & supportive work environment. Our teamwork enhances our collective growth and success,” he adds.

Although low implementation of digital solutions at site bothers him, he is yet optimistic, driving adoption with kick-off meetings, Digital Adoption Drive (DAD) workshops, monthly digital connects, proper SOPs, random digital audits, regular site visits, and, most importantly, user feedback and improvisation. “What also helps is the active support of our top leadership; their active adoption sets an example for others to follow.”

A Madurai man, and still single, Karthick enjoys working out and playing badminton. His most memorable moments are receiving the Digitally Enabled Project Award in 2017 at the KKNPP HTS Project and, more recently, the Heavy Civil IC’s Best Site Digital Ambassador Award in 2022 and now being recognized as an Influential Digital Ambassador. “My mother is very proud of these awards as they reflect my hard work and dedication,” he says, smiling. “She has always been my number one source of inspiration!”

# BUILDING A DIGITAL CULTURE IS KEY

## Pragatheesh Sugavanam

Assistant Manager (Civil), WET IC



“Being in the digital era where data in paper is fast becoming dashboards, we are in the process of implementing and creating a digital culture, which will not only help the organisation but also set a benchmark for the future,” states young Pragatheesh Sugavanam, who has the honour of winning the Top Influential Digital Ambassador Award 2024, having already won the Digital Champion Award at his IC level in 2024. “Our pivotal goal in digitalisation is to encourage data-driven decision making with the data streaming from our various digital tools, and this data is soon going to be our golden assets.”

A PGET, Pragatheesh joined as Planning Engineer in 2020 at the 24x7 Kalaburagi Water Supply project, from where he moved as Digital Coordinator into the Urban Water & Water Management BU and is presently playing the same role with the Rural Water Supply (North) BU at Chennai HQ, a move that has set him up nicely to play his role. “Digital solutions have come in very handy for us, as our work is widespread, to track productivity and progress in real time for all our 36 projects in Uttar Pradesh,” he highlights. “We developed digital initiatives after understanding the site scenario in both mobile & web versions.” The solutions he has been implementing include ePragati 4.0, ViewEHS, WISA 4.0, Material Nxt, BIM 5D, GIS (Geographic Information System), GIMS (Gap Information Monitoring System), Quality Sanyog & Asset One P&M. After a pause, he adds, “Once implementation has been streamlined, we have started to realize the benefits in terms of both time and cost.”

“*Digital solutions have come in very handy for us, as our work is widespread, to track productivity and progress in real time for all our 36 projects in Uttar Pradesh. We developed digital initiatives after understanding the site scenario in both mobile & web versions.*”

A true digital evangelist, Pragatheesh is keen to fast-track digital adoption across the organization, for which he suggests increased inter-IC interactions that will significantly avoid repetition of ideation and creation of new digital solutions. “As our organisation is led by extremely experienced leaders, their involvement in the ideation process will help immensely to create matured digital solutions for us,” he says with resolve.

Pragatheesh considers his first day at L&T as his life’s most wonderful happening and is grateful to his Immediate Supervisor, S Chandraeswaran, BU Head, RWS (North) BU, and WET IC Head E P Sajit for their guidance and support. “Under their leadership, I have travelled to almost all my sites for one-on-one interactions with the end users and even represented L&T in international conferences in New Delhi & Nashik,” he shares earnestly, adding that the digital team at WWW SBG & IC have also been hugely helpful.



A native of Veerapandi, in Tamil Nadu’s Salem district, Pragatheesh is still exploring his pursuit for digital excellence, attributing his success in large measure to the unwavering support & understanding of his mother, Mrs. Nalini, father, Mr. Sugavanam and elder brother, Balaprasanth. When free, he unwinds listening to music, travelling and indulging in photography.



## C Y Shivaji wins the ICI Ultratech Outstanding Concrete Engineer Award – 2024



Recognizing his immense contribution to the construction and concrete industry and academics, C Y Shivaji, Vice President & Head – Special Initiatives, EDRC (B&F IC), has won the Indian Concrete Institute's Ultratech Outstanding Engineer Award 2024.

After joining L&T in 1992 at the Engineering Design Cell (EDC) as a Design Engineer, Shivaji has risen through the ranks, taking on increasingly challenging roles and responsibilities. Currently, he oversees high-profile projects, driving innovation, and special initiatives related to GeoTech, Digital, BIM, and upskilling. Over the years, he has developed expertise in various aspects of structural engineering like RCC designs, foundation designs, advanced technologies like 3D concrete printing, high-performance concrete, fibre-reinforced concrete, lightweight concrete, concrete-filled tube (CFT) composite structures, advanced construction technologies using 3DCP & PPVC, and modular design & construction using digitalization & automation.

A member of the Research Council for CSIR-SERC, Shivaji has successfully handled 50+ projects including 12 mega projects (3 airports, 1 metro, 5 hospitals, and 3 residentials).

Congratulations, Shivaji!



————— DHAKA METRO CP 07 —————





# PLANNING AND COMPLIANCE ARE KEY TO TIMELY DELIVERY

**Supratim Dutta**  
Sr. DGM, Railways SBG



*What stands out for me is the connection people feel with L&T when I mention that I work here. It's not just a job; it's a bond with the community, shareholders, and the nation's infrastructure.*



Hailing from Ranchi, Jharkhand, Supratim balances his professional life with his family, that includes his wife, Teeas, a former schoolteacher & now homemaker, and their son, Smitendu. While his hobbies include watching cricket & football and reading magazines, he admits, "I keep up with scores, but watching matches is a luxury of time that I cannot afford." His most memorable moment is unsurprisingly the birth of Smitendu, a personal milestone amidst his professional achievements.



Supratim Dutta's journey with L&T turned in a new direction when he rejoined in 2018, at his first international project – the Dhaka Metro - and was immediately faced with fresh challenges of compliance and resource scarcity, quite unlike those he had faced at WET IC from 2013 to 2016, as a Cluster Accounts Manager in Hyderabad and Kolkata. "Taxation and statutory compliance can be daunting in a foreign market, yet we successfully secured a BDT 286 Crore income tax credit that was extremely beneficial for L&T," he shares proudly. With robust internal control processes, Supratim and team have ensured a positive cash flow.

Transitioning vendors from cash-based transactions to cheque payments and to get them to comply with income tax and VAT registrations were tough tasks that required lots of persuasion and confidence-building. "We streamlined financial transactions and, at the same time, fostered a culture of compliance," he highlights. He attributes sequential planning, meticulous execution and maintaining good customer relations the primary reasons for their timely project delivery.

Digital innovation took up slack when traditional methods lagged. "We faced challenges selling steel scrap due to local influences but by using an e-auctioneer from L&T India, we conducted an auction in Bangladesh, free from local issues and threats and in compliance with local laws," he recounts.

Supratim is all praise for the way Project Director, Sunil Khattar, managed the client, JICA, and the consultant, adding that his colleagues, including Debakash Banerjee, the site team, and the BU Accounts team, were constantly encouraging and supportive.

What makes him proud to be a part of L&T? The sense of belonging and the impact of L&T's work resonate deeply with Supratim, reflecting the pride and dedication of an L&T-ite. "What stands out for me is the connection people feel with L&T when I mention that I work here. It's not just a job; it's a bond with the community, shareholders, and the nation's infrastructure," he remarks vividly with a twinkle in his eyes.

# A FOCUSED, PROCESS-DRIVEN, CUSTOMER-CENTRIC APPROACH

**Ashok Pandita**  
Senior Manager (Signalling & Communication), Railways SBG

A part of the award-winning Dhaka Metro project team as a telecom expert in Signalling and Telecommunication, Ashok Pandita feels that a constant focus on targets and milestones contributed big time to their success. "I adopted a strategic, result-oriented approach, converting challenges into opportunities," he elaborates, "fully involved in design, supply, execution and system integration till handover of Phase 1 for operations and, in design, supply, and execution planning to complete Phase 2 in time." The team's robust risk mitigation plan & strategy worked well achieving more than 10 million safe manhours that even won them BSC's Sword of Honour award.

The team's customer centricity and tech adoption were other success factors. "Our weekly, biweekly and monthly progress review meetings, virtual and sometimes face-to-face, with the Employer's representative, NKDM (Engineer/Consultant) and Employer (DMTCL) enabled quick and timely design approvals," he points out. On the tech front, he mentions the introduction of the IP-MPLS BTN network, the LTE-4G Radio Communication system with onboard surveillance, and SCADA along with the Train Descriptor, BMS and Disaster Prevention Systems.



"These horizontal innovations can be institutionalized to enhance the value chain for better margin realization," he remarks astutely, reeling off Aconex, Procube, EmTrack, SHEILD, TORQ & WISA as some of the digital solutions deployed to improve efficiencies.

Speaking about challenges, he feels that implementing the Radio LTE Antenna towers in Dhaka's congested and crowded geography was particularly tough that also involved overcoming the resistance from various interfacing contractors; but the pandemic-induced disruptions were most trying. "It is only our *where there is a will, there is a way* attitude that won us the day," he recalls, "strictly following the mandatory safety protocols and SOPs across every corner of the site and residential accommodations."

Ashok's better half is Rupali Sharma, born and brought up in Chandigarh, at present in Delhi, possessing a BA Honours and Diploma in Office Management, having worked previously in Mahindra and Mahindra but now a homemaker. Their family is complete with son, Shivom and daughter, Aditri, whose birth is one of his life's happiest moments. "In my free time, I love watching movies, listening to music and sometimes playing outdoor games like badminton and cricket," he laughs.

*I adopted a strategic, result-oriented approach, converting challenges into opportunities, fully involved in design, supply, execution and system integration till handover of Phase 1 for operations and, in design, supply, and execution planning to complete Phase 2 in time.*

As Telecom Expert / System Integrator, Ashok has been involved with some iconic projects with L&T – WDFC's CTP-14 & STP-17 before Dhaka Metro and presently he is already busy with his new assignment at the Jakarta Metro to create and develop inception reports, preliminary designs and key design deliverables, adding that he is impressed by L&T's purpose-driven, principle-led and performance-focused approach.





# PLAN. EXECUTE. MONITOR. CONTROL.

Vijender Singh

Senior Manager (S&T), Railways SBG



Although it was his first project with L&T, Vijender Singh leveraged his extensive experience from managing large projects at other companies to contribute to his project, Dhaka Metro, earning L&T Construction's Timely Delivery Award 2024.

"First, I ensure to have clear understanding of my vision regarding deliverables and potential risks that could impact timelines and planning. Then, with a well-defined scope in place, I plan while keeping a critical eye on areas that need to be controlled," he explains, reflecting his straightforward and practical approach to work. His mantra: Plan. Execute. Monitor. Control.

Responsible for all interfacing, drawings, design, installations, testing & commissioning, Vijender emphasizes that assigning the right resources and continuously supporting them were crucial to the success of project delivery. "Regular follow-ups and progress meetings are necessary to address issues and challenges, and it is vital to take personal responsibility for controlling and monitoring key areas through direct engagement," he notes.

Despite thorough preparation, there is always unpredictability in construction projects, and Vijender recalls certain instances that demanded swift corrective action: "In the middle of Phase 2, we discovered that the subcontractor lacked the resource capacity to manage all the stations simultaneously. After performing progress reviews and analysing the team strength, we stepped in with our own resources and more vendors to complete the work, closely monitoring the progress till delivery. If we hadn't acted quickly ..." he trails off, visibly reflecting on the critical moment.

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Given the critical need to hand over the trains alongside the stations to begin operations, the team had to collaborate closely with other subsystem contractors, such as those handling signalling and rolling stock, to jointly test and ensure the trains were ready for services. "It would have been impossible to deliver without the support of my seniors and team members," says Vijender with genuine feeling and gratitude. "Our successful project delivery was a team effort with everyone contributing their part," he says, holding his hands together. "The support and expertise of my seniors, along with regular meetings, discussions, progress reviews, risk assessments, and on-the-spot decisions, were all crucial to success," he says, adding proudly that they won appreciation at the Pi-Awards 2024 too.

A Delhi-ite, Vijender's better half is Anita, a homemaker, and they are blessed with a daughter, Kirti. In his free time, he enjoys driving and exercising. Among his most cherished moments are when Kirti was born and owning a home with the blessings of his parents.



# LEARNING, GROWING, OVERCOMING OBSTACLES WITH EVERY ROLE

Mayil Rajkumar

Construction Manager (Civil), Railways SBG

Mayil Rajkumar prides himself as 'L&T-made'. "I started my career here, and L&T has given me the opportunity to learn from my mistakes, take on leadership roles, and develop professionally, something that not all companies offer," he shares. That he has taken full advantage of the opportunities offered is reflected in Mayil having successfully commissioned four projects, each involving different roles and responsibilities. He is most enthusiastic about his evolving role at the Dhaka Metro Project, which has won L&T Construction's Timely Delivery Award – 2024.

"Initially, I worked on the OCS pile foundation & structure erection and other civil construction activities," he shares with josh, "but as the project progressed, I assumed the responsibility of coordinating interfaces between subsystem teams, engineers, the employer, and co-package contractors. Tracking works is my current focus." Mayil attributes his success to exceptional teamwork, seamless coordination, and genuine leadership, all rooted in the four pillars of Trust, Freedom, Confidence, and Belief.

Having to erect OCS structures in the middle of Dhaka's crowded, congested areas, with narrow approach roads with limited space to place cranes and proximity to high-voltage electrical transformers and power lines, was extremely challenging for the team. "Standing together, we overcame these hurdles and even set a record of the highest number of mast erections per day across

the entire project," he declares, breaking into a grin. In fact, in areas that could not be accessed by cranes and machinery, they devised a manual approach, carefully lifting heavy structures over the viaduct and erecting by manual derrick pole method. Sandy soil at the depot location along with a high groundwater level had rendered piling for the OCS structures particularly difficult. When the initial piling failed, the team developed new methodologies. "We used a temporary steel liner that could be reused, and another method involved casting half the pile immediately to stop the soil from collapsing and incorporating bolt templates into the second lap of the casting." Mayil's thumbs-up says it all!

*“As the project progressed, I assumed the responsibility of coordinating interfaces between subsystem teams, engineers, the employer, and co-package contractors. Tracking works is my current focus.”*

A DET from the 2009 batch, Mayil is grateful for his team's unwavering support and autonomy to perform, and is especially thankful to Project Manager, Debakash Banerjee, Shamim Ahmed Khan, DGM – OCS Expert & Sunil Khattar, VP & Head – Metro BU, for their invaluable guidance and contribution to his growth.

Hailing from Chellampatti village near Rajapalayam, Tamil Nadu, Mayil is married to Sindhuja, who holds a BE in Civil Engineering with 6 years of experience in design work in Chennai. Currently she is a homemaker in Dhaka, looking after their two daughters, Sai Natchathira and Viveka. Passionate about athletics, Mayil has completed 2 international full marathons, 25 half marathons, and several 10 km official races.





# GROWING WITH HIS PROJECTS TOWARDS BECOMING AN ACE PLANNER

**Kollu Prasad**  
Assistant Construction Manager (Planning),  
Railways SBG

His decade-long association with L&T has been exciting as well as a steep learning curve, with the opportunity for Kollu Prasad to work on several impactful projects that have significantly contributed to his professional development. “I believe proactive risk management, anticipating issues with contingency plans in place, thorough understanding of project scope, constant monitoring of progress, open communication channels with stakeholders, agility & adaptability are some of the key requirements to deliver a project in time,” he shares with a wisdom far ahead of his age; that have also helped his project, the Dhaka Metro, win the Timely Delivery Award 2024.

“I’ve developed a comprehensive skill set that includes strategic planning, resource allocation, risk management, and performance tracking,” he elaborates, “as working across various phases of projects has given me an understanding of the challenges that arise at each stage enabling me to lead teams effectively, make informed decisions, and ensure projects are delivered on time and within budget.”



“  
*The complexity of working on such an integrated metro system, where numerous stakeholders and multiple disciplines intersect, allowed me to leverage my problem-solving and leadership skills.*”

His responsibilities at the Dhaka Metro project involved comprehensive planning and coordination of various aspects, including timelines, resources, risk management, and stakeholder coordination, demanding a keen understanding of both technical and logistical challenges. “The complexity of working on such an integrated metro system, where numerous stakeholders and multiple disciplines intersect, allowed me to leverage my problem-solving and leadership skills.”

As the project planner, Kollu had to manage tight deadlines, balance resources and handle external dependencies, ensuring that all tasks remained aligned with the overall schedule. “I implemented a dynamic scheduling system that included buffer zones to account for potential delays, allowing me flexibility, and by working closely with the team ensured that resource allocation was continually optimized,” he points out. While regular status meetings helped track & adjust project progress in real time, continuously refining the schedule based on real-time updates and feedback, kept the project on track.

Technology was Kollu’s ally with Primavera P6 helping the team for detailed scheduling, resource allocation, and overall project planning and he mentions that other tech tools used included TORQ, WISA, Safety Shield, AIS, & e-Mtrack.

A native of Jami, in Andhra Pradesh’s Vizianagaram district, Kollu hails from a family involved in agriculture for generations. Still single, his family comprise his father, Tata Babu, mother, Aruna and younger brother, Mohan. Spending quality time with them is what he finds most comforting; reading and sports are his other hobbies. “I also love the thrill of completing challenging projects on time,” he laughs.



# LOVES THE TRUST, FREEDOM, AND RESPONSIBILITY AT L&T

**Ashok Kumar G**  
Assistant Manager (Accounts), Railways SBG

“  
*We adopted a proactive approach, coordinating with the regulators for the repatriation of profit, regularly seeking ways to minimize working capital, and implementing cost-saving measures to optimize financial performance.*”

“I love the trust people have in you and the responsibility given to you to handle things with autonomy,” says Ashok Kumar, about his association with L&T, that he joined as a GCT in 2008. “There is also the freedom to make decisions, which fosters an environment where innovation and leadership thrive.” He is certainly on top of the world having been part of the team as Commercial Head that delivered both phases of the Dhaka Metro project, his 4th, on time winning them L&T Construction’s Timely Delivery Award – 2024.

“Handling key portfolios like accounts and administration requires unwavering support and collaboration,” he says, warming up to his pet subject. “We adopted a proactive approach, coordinating with the regulators for the repatriation of profit, regularly seeking ways to minimize working capital, and implementing cost-saving measures to optimize financial performance.” He mentions that implementing host-to-host transactions for all banking operations not only streamlined processes but also reinforced the importance of technological advancements to manage critical financial operations.

More than anyone else, Ashok is aware of the criticality of adhering to statutory requirements set by the central bank. “Our interim audited financials and project-specific audited financials were always successfully audited and submitted on time,” he affirms, “and we imported goods from global stakeholders in time, maintaining full compliance with all regulatory requirements.” He recalls the challenges of coordinating with overseas banks and stakeholders for raw materials during the peak of the pandemic. “Then, ensuring timely delivery of raw material was crucial.” He pauses in thought. “We succeeded by coordinating with overseas bankers and stakeholders, with a thorough understanding of the project scope, constantly monitoring progress, and maintaining open communication channels with all stakeholders,” says Ashok, with steely resolve.

He is thankful to his Project Manager, Debakash Banerjee, and BU Finance Head, Alekh Gupta, for their unwavering support and mentorship throughout the project. “They played a key role in creating a learning environment that helped me strengthen my professional skills,” says Ashok, adding that he values his supportive team, crediting his success to their constructive feedback and motivation.



Hailing from Chennai, Ashok is married to Chamanthi, a homemaker, who resigned from her government job when they had to move abroad. The apple of their eyes is their daughter, Thiloshini. When free, he enjoys sports and exploring new destinations.

Having worked across both B&F & TI ICs, and in India and overseas, Ashok is proud of his responsibility of managing critical financial operations.



# PROJECT MANAGEMENT BEGINS WITH PLANNING

**Akshay Dhawan**

Senior Engineer (QA/QC), Railways SBG

“Critical aspects of efficient project management are proactive planning, early risk identification, and a strong focus on quality,” declares Akshay Dhawan, “the ability to anticipate potential challenges in execution, procurement, interface conflicts and have mitigation measures in place well in advance.” He is speaking with some authority having been part of the Dhaka Metro CP-07 team that has won L&T Construction’s Timely Delivery Award for their performance. “Of course, seamless coordination between the different project subsystems plays a vital role too in preventing delays and ensuring smooth execution,” he adds with a broad smile.

Previously at the Delhi Metro CT-11 project as Quality and Track Engineer where Akshay gained hands-on experience to execute ballastless and ballasted track works across multiple corridors, he still considers the Dhaka Metro as his most significant project, because of some of the smart initiatives deployed by the team. TORQ digitized RFIs to streamline the approval process, minimize paperwork, and provide real-time tracking while a specialized jig arrangement to install checkrails eliminated the need for core cutting, reduced execution time and costs and enhanced precision and durability. “A strong focus on pre-emptive quality measures, proactive interface coordination, and digital documentation ensured smoother execution and seamless integration across subsystems,” he flags off.

Every large-scale metro project presents unique challenges, and the Dhaka Metro project was no different. “It was our collective responsibility to ensure seamless coordination between multiple subsystems: track work, electrification, signalling, telecom, AFC, platform screen doors, lifts & escalators, and civil contractors, while adhering to strict timelines,” says Akshay, “for which we implemented structured interface management protocols, improving communication and minimizing delays.”



For Akshay, each project is a valuable learning experience, equipping him with the expertise to handle complex metro infrastructure, quality management, and seamless coordination between multidisciplinary teams. “Success, however, is never an individual journey; it’s always a team effort,” he reminds. “My seniors give me strategic direction, technical insights, and constant motivation, to refine my problem-solving and decision-making skills.” His team’s collaborative spirit kept their project on track, overcoming challenges in an environment of knowledge-sharing, adaptability, and mutual support.

**“A strong focus on pre-emptive quality measures, proactive interface coordination, and digital documentation ensured smoother execution and seamless integration across subsystems.”**

A native of Jalandhar, Punjab, Akshay is passionate about traveling and photography, “allowing me to explore new places and capture meaningful moments,” he smiles. Still single, he is keen on continuous learning and professional development, ever seeking ways to improve his technical knowledge and skills. His mother has had a strong influence on his life. “Her unwavering support has been my greatest strength,” he says, reliving several of his childhood memories with a mix of joy and nostalgia.



**132 kV NADHESSA SUBSTATION FOR DEWA, UAE**







## A VETERAN AT COMPLETING PROJECTS FOR DEWA

**Sasikumar Palani**  
Manager (Elec) – T&C, PT&D IC

“*Our on-time submission of the design documents and quick approvals from the client enabled us to fast-track execution, while the FATs helped us enormously to maintain schedules. We ensured that all significant benchmarks were met in accordance with the intended timelines.*”

Having successfully completed several projects for DEWA including the 132/11 kV Manzil & Jebel Ali substations, YALAYIS, GHRUTH, UMMDAMAN, CEMENT, QANAT, NADHESSA, & ESKNYLYS substations and the 132/33 kV SS DEWA/ RTA Metro & D stations, Sasikumar Palani can consider himself an expert. Apart from being a part of the award-winning NADHESSA project, he is presently involved in taking over the 400/132 kV SHRUOOQ substation.

“Time management and clear communication with stakeholders, especially the clients, are key to timely delivery,” he notes seriously, “apart from regularly monitoring, attending and rectifying problems to help move the project forward, always prioritizing and working on tasks on the critical path and project milestones.” At the NADHESSA project, his main challenge was the newly introduced DOSS concept to optimize the designs of substations; the other being to integrate the existing generation power station to the new 132/33 kV DEWA transmission networks and commission them, phase wise, in ‘live’ condition without interrupting power generation or the transmission networks.

“Our on-time submission of the design documents and quick approvals from the client enabled us to fast-track execution, while the FATs helped us enormously to maintain schedules,” he says, adding that successfully addressing all site criticisms and carrying out the related modifications on a priority basis in accordance with the client’s needs, were other reasons for their excellent delivery. As a part of their SOP, Sasikumar and team diligently reviewed all detailed design calculations, working drawings for all SCADA/ telecom works and conducted technical meetings with the client

and vendors to procure the necessary approvals. Nonconformities in installation works, defects, missing components in electrical equipment were promptly identified and addressed using pre-commissioning checklists. “We ensured that all significant benchmarks were met in accordance with the intended timelines,” he affirms with a thumbs up.

Sasikumar is thankful to his seniors and team members for their valuable inputs based on their experience. “The feedback from some of my seniors helped me to make the necessary changes in my work and overcome my flaws,” he remarks with feeling, “and I was always given the required manpower to keep the project moving forward.”

A native of Ranipet, Tamil Nadu, Sasikumar is married to Kavitha, a homemaker, and they are blessed with two children, Poorvi and Rushal. His favourite pastimes include football, cricket and reading technical journals. “As part of my project work, I have had the opportunity to travel to a few other countries, and have new experiences,” he says. “Of course, my childhood is full of unforgettable moments,” he laughs with delight.



## FOCUSED ON TIMELY DELIVERY

**Arun Murugan**  
Assistant Construction Manager (Elec), PT&D IC

“The most crucial aspects of timely project delivery are proactive planning and risk mitigation,” states Arun Murugan, speaking from his 10+ years of experience in L&T & UAE, having played key roles ranging from project coordination, site management, and stakeholder communication. “Anticipating challenges, maintaining flexibility in execution, and leveraging technology-driven solutions ensure that the project progresses efficiently. In addition, what is required is a strong focus on team collaboration, stakeholder alignment, and adaptive execution strategies for successful project completion.”

Although Arun has been associated with multiple power infrastructure projects in various network substations, some of them for DEWA too, what gave him immense satisfaction is his role as Site Manager at the NADHESSA 132/11 kV Substation project in Dubai that he and team delivered 5 months ahead of base schedule that won them L&T Construction’s Timely Delivery Award 2024.

Elaborating on his role, Arun mentions that securing the delivery of all major equipment in line with the room access dates was one of his major responsibilities. “Additionally, I was responsible for securing the availability of the respective OEM engineers as per the project schedule and ensuring the readiness of the SCMS System and the feeder cable.” He adds that key activities were identified, scheduled and focussed on to achieve milestones at an early stage with the same resources to maximize productivity with minimum manpower.

“*Anticipating challenges, maintaining flexibility in execution, and leveraging technology-driven solutions ensure that the project progresses efficiently.*”

The project was not without its share of challenges for the team as last-minute technical & design modifications threatened to impact execution timelines for which they resorted to real time design approvals through cloud-based platforms to reduce rework. “To address issues in material procurement and supply chain disruptions like delays in receiving key equipment such as switchgear due to production issues, we closely tracked shipments,” he shares. “By synchronizing work between the civil, electrical, and commissioning teams, we avoided rework and kept the project on track.” Unfavourable weather conditions like heavy rains & extreme temperatures were other challenges that prompted the team to implement two work shifts to make up for lost time.

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“Our success is one of collective effort,” highlights Arun, “with my seniors providing strategic guidance, helping in decision-making and approvals, while my team members ensured operational efficiency on site.” He attributes success to open channels of communication, collaboration & mentorship too.

A native of Cumbum in Tamil Nadu’s Theni district, Arun’s better half is Maripriya, who supports him as a homemaker, and they are blessed with two daughters, Jeeva Dheera & Yaswi Dheera. Listening to music relaxes him.





# PREPARATION & PLANNING ARE KEY TO SUCCESS

**Sheik Mohammed Ismail Bahadur Ali**

Assistant Construction Manager (Elec), PT&D IC



By strategically managing parallel work, we successfully reduced downtime, improved efficiency, and accelerated project progress while maintaining high-quality standards.

A strong believer in the merits of proactive planning to drive productivity and maintain consistent project timelines, Sheik Mohammad Ismail's vital contribution has helped his 132/11 kV NADHESSA substation project win L&T Construction's Timely Delivery Award – 2024. "One of the things I focus on is manpower management and start planning a week before starting any activity which ensures better resource allocation and task scheduling," he explains. "By proactively planning workforce distribution and aligning material availability with project requirements, we significantly improved productivity and maintained project timelines with greater consistency." His face reflects his success.

"I have learnt something new from every project that has helped me refine my electrical engineering and site management skills," he says, referring to his stints at the 132/11kV TRBLUSST SS Substation 132/11 kV DS217 SS & 132/11 kV NADHESSA Substation projects, where his primary responsibilities included electrical installations, subcontractor management, ordering & tracking of material and collaboration with multiple stakeholders. Presently, at the 132/11 kV SHISUIB SS project, Ismail oversees electrical installations, site operations, ensuring compliance with safety standards and specifications.

Recognizing that delays in material deliveries were a major challenge to meeting project timelines, Ismail working closely with the procurement team streamlined material tracking and procurement by establishing a system to track material real time. Simultaneously managing multiple activities to ensure smooth coordination between the different teams was another of his key challenges. "With civil, mechanical, and electrical tasks often running in parallel, any misalignment could lead to delays or rework," warns Ismail. "By strategically managing parallel work, we successfully reduced downtime, improved efficiency, and accelerated project progress while maintaining high-quality standards," he says proudly, acknowledging the role of his seniors and team members in creating a collaborative environment for all to showcase their expertise and ensure seamless integration.

"My family - my wife, Shakira Akther, and son, Mohammed Yahya, have been my pillars of support, encouraging me to push forward in my career, always motivating me to aim higher," he says with feeling. Shakira, a former teacher, is now a homemaker, and his son's birth is his life's most memorable moment. Hailing from Thanjavur in Tamil Nadu, Ismail pursues his love for outdoor activities whenever time permits.



Proud to be part of an organization that is committed to excellence in engineering, project execution with a culture of learning and growth, Ismail considers himself lucky to work in L&T and with a team that has shaped his personal & professional lives.

# START TO FINISH, DELIVERED 5 MONTHS AHEAD OF SCHEDULE

**Hritik Ramesh Birwadkar**

Senior Engineer (Civil), PT&D IC

Young Hritik Birwadkar's entry into the world of construction was a tough one, as a fresher having to directly work on DEWA projects. "To start with, it was very difficult to keep up with the pace required to complete the project in time," he says tightly, "but as time passed, I increased my speed of working with a better understanding of the project requirements to get the job done." He is therefore extremely proud that the NADHESSA 132/11 kV Substation project in Dubai, his first, was delivered by the team a full 5 months ahead of schedule that also won them L&T Construction's Timely Delivery Award 2024.

What helped Hritik in his effort to deliver on time was the opportunity to coordinate in advance with the design teams and other disciplines. "With detailed monitoring of the day-to-day activities vis-à-vis our schedule, we were able to execute our work in time," he explains. "In addition, project progress and micro level activities planned and executed at site level were updated daily with the help of digital tools to track progress. It also alerted us of activities that were getting delayed to think of mitigation steps to overcome the challenges and keep our project on schedule," he says with determination.

With detailed monitoring of the day-to-day activities vis-à-vis our schedule, we were able to execute our work in time. In addition, project progress and micro level activities planned and executed at site level were updated daily with the help of digital tools to track progress.



He did not lack support and cooperation at site in their collective objective of delivering the project ahead of time. "My Project Manager and Construction Manager were fully supportive, giving me opportunities to work in different departments," he remarks with gratitude. "It was also great that I was a part of the project from the start that helped me to get the client approvals for working on DEWA projects."

When asked about his life's most wonderful moment, his response is instantaneous. "It is the day I got the DEWA approval and the day when we energized the NADHESSA substation which was a record of completing it 5 months ahead of the baseline," he says, his chest swelling with pride.

Having delivered handsomely, Hritik has since moved to the 400/132 kV Shurooq substation in Dubai's Al Qudra region, his second project with L&T, a company he respects because of its attitude towards work and care for its employees.

A Mumbaikar, Hritik loves to play the guitar and travel to different places when free. Hopefully, he will soon woo a life partner with his music.







# TIMELY DELIVERY Champions

700 MW AR RASS-1 SOLAR IPP PROJECT, KSA

## EFFICIENCY IS THE NAME OF THE GAME

Avishek Kumar  
Assistant Manager (Elec), Renewables IC

“

*We proactively resolved bottlenecks by conducting regular coordination meetings between cross-functional teams, enabling us to make quicker decisions for smoother execution.*”

Winning L&T Construction's Timely Delivery Award is high praise and recognition for a project team's efficiency, and after the 700 MW Ar Rass-1 Solar Plant project has won this award, Team Lead Avishek Kumar is not only feeling on top of the world, but is charged to work the same magic at his present assignment, the Ar Rass-2 Solar Plant project.

To reduce downtime and improve overall efficiency of his project, Avishek implemented a streamlined resource allocation plan to ensure optimal utilization of manpower, machinery, and materials. “We proactively resolved bottlenecks by conducting regular coordination meetings between cross-functional teams, enabling us to make quicker decisions for smoother execution,” he nods with satisfaction.

During Power Substation (PSS) execution, strict quality checks and safety protocols ensured compliance with standards, minimized rework, and saved time & costs. “After identifying critical paths in the interface works, we restructured timelines to prioritize high-impact tasks,” he shares, “which mitigated delays and ensured timely completion of interconnected activities.”

“The appreciation from both my seniors and team members for my contribution has really motivated me to raise the bar even higher,” he says with resolve, which stood him in good stead when faced with challenges. “I always prioritize critical tasks and reallocate resources to complete high-priority activities on time and develop a clear escalation matrix to resolve conflicts quickly,” he shares his work methodology, further mentioning that root-cause analyses and collaboration with technical experts are equally important to evolve practical solutions. Pre-emptive quality checks minimized rework, while implementing a focused task management system by breaking larger goals into manageable milestones helped Avishek and team to adjust project schedules to account for weather-related delays, prioritizing indoor and preparatory work during such periods.

Having had the privilege of earlier working at Saudi Arabia's largest-capacity solar plant in Sudair, Avishek has only good things to say about L&T, and what impresses him most is the Company's commitment to excellence and innovation in delivering world-class projects. “The organization's emphasis on quality, safety, and sustainability inspires me to contribute to impactful initiatives that shape a better future,” he says with a glint in his eyes.



A native of Koderma, Jharkhand, Avishek is married to Manti Kumari, who is preparing to appear for competitive examinations. They are blessed with a son, Aavesh Kumar. Playing cricket is a favourite pastime, but job and family are giving him little time to follow his hobby. “My most memorable moments in life are completing my schooling and starting a new journey in my career,” he signs off with a smile.



# ENJOYING HIS MOMENT IN THE SUN

**Suresh S**  
Manager (T&C), Renewables IC

“Resource management is crucial in any solar project, and it is always on top of my mind. You need to make sure that the right engineers are performing the right job. That was the thought behind my forming separate teams for the PSS and PV works.”



S Suresh is keen to make it a lovely habit of delivering his projects on time. After completing the 300 MW Jeddah Solar Plant project, he moved to the 700 MW Ar Rass-1 Solar Plant project that has won L&T Construction’s Timely Delivery Award 2024 and is now seeking to repeat the same feat at his present assignment at the 1.5 GWp Al Kahfah Solar PV project.



The ploy of the Ar Rass-1 Solar project team to form separate teams for the Pooling Substation (PSS) and Photovoltaic (PV) works went a long way in ensuring timely delivery of their respective scopes. “Since we had split the two portions into different teams, it was easier to monitor progress and both teams were given full responsibility for their scope, that majorly eased the process of testing and commissioning,” he says with a broad smile of achievement.

Initially, the team encountered issues regarding the availability of material. “Additional modifications in the scheme drawings changed the design of the plant, leaving us short of material,” he moans, with a shake of his head. “But we managed the situation by purchasing the required material locally, to keep progress on track.”

Having served at multiple solar projects, Suresh has seen his fair share of challenges that are inherent to the business. How does he ensure timely delivery? “Resource management is crucial in any solar project, and it is always on top of my mind,” he elaborates. “You need to make sure that the right engineers are performing the right job. That was the thought behind my forming separate teams for the PSS and PV works!” he adds with a knowing grin.

Hailing from Tindivanam, Tamil Nadu, Suresh’s better half is Sankari Devi, a homemaker. They are blessed with two sons, Dhaakshan and Dhaakshit. Suresh enjoys listening to music and watching movies, though he adds that his projects are his priority currently. His wedding day is his life’s most unforgettable moment.

Proud to be an L&T-ite and to be part of the newly formed Renewables IC, he says, “It gives me immense pleasure knowing that I am contributing to projects that will help support a greener, more sustainable Planet Earth!” signing off with a thumbs-up.

# GETTING OFF ON THE RIGHT FOOT IN HIS CAREER

**Pon Pragadesh Raj Ponrajapandi**  
Senior Engineer (Mech), Renewables IC

“I believe that the ‘secret’ recipe for timely delivery of projects is ensuring that the KPIs of every activity are clearly defined.”



“A professional organization, freedom at work sites, reasonable facilities for accommodation, recognizing the performers” – are the most admirable qualities of L&T for Pon Pragadesh Raj Ponrajapandi, who at his first project at the Ar Rass-1 Solar Plant oversaw ramming and installing trackers, modules, & ARCS. “I handled the 150+ strong in-house manpower and trained them on mechanical installation works,” he states, with an air of accomplishment. “Moreover, my seniors helped me immensely by arranging in-house and external training to hone my skills.” Fresh with his learnings, he is now stationed at the 1.5 GWp Al Kahfah Solar PV Project as Section In-charge.

During execution, Pon Pragadesh and team used laser instruments to avoid level issues on the top of tracker posts. “We introduced and implemented the pre-assembly of tracker & ARCS components at a designated yard to minimize rework for quicker installation,” he shares.

When the project team encountered hard strata while ramming posts beyond a depth of 1 m, Pon Pragadesh’s team pre-drilled and rammed the steel posts, which minimized damages and reduced the use of concrete for casting. “This is an alternative when ramming or pre-drilling + ramming fails,” he points out, adding that they introduced posts-cutting when the rammed posts reached a certain embedment depth yet failed to achieve the desired depth or elevation.

While his seniors supported him in arranging the required resources and coordinating with the project company for resolving disputes, Pon Pragadesh’s proactiveness and resourcefulness are evident in the

fact that he learnt Hindi and Arabic to converse with the workers. “Ours was a multi-ethnic workforce, and I had to somehow break the language barrier!” he chuckles.

“I believe that the ‘secret’ recipe for timely delivery of projects is ensuring that the KPIs of every activity are clearly defined,” Pon Pragadesh notes wisely. On the digital front, he mentions SHEILD for reporting safety observations and the QIR App for QC observations and closures.

Hailing from Kannirajapuram in Ramanathapuram district, Tamil Nadu, Pon Pragadesh is newly married to Krishna Swetha, an MBA degree holder and currently a homemaker. His hobbies are watching movies and listening to music. When asked about his most memorable moment, he smiles and says, “It’s when I got selected in L&T at KSA in 2022!”





# ALWAYS CHARGED TO COMPLETE HIS PROJECTS ON TIME

**Amrit Lal**  
Senior Chargehand (Civil), Renewables IC



“My aim is to always complete my tasks given to me by my seniors to the best of my ability in time and if we are all able to complete our tasks in time, then, we, as a team, will be able to deliver every project we execute in time,” says Amrit Lal, and his simple logic is undeniable.

As a Chargehand with L&T from 2013, Amrit has had several opportunities to complete and deliver his projects in time, both in India and overseas, starting with the 220/765 kV switchyard project at Lalitput, Uttar Pradesh, describing every project he has completed in time as some of his life’s most memorable moments.

Other projects he has been involved with include the ODSSP Phase-2, Package 3, 33/11 kV substation in Bhadrak, the 33/11 kV DDUGJY Deoghar substation project, the 33/11 kV substation and the tunnel project (Package 4, T1 & T2) for KRCL, both in Jammu.



In Saudi Arabia, Amrit has been associated with Rass-01 (700 MW), Rass-02 (2,000 MW), Rass-03 (1,500 MW), and the NEOM Battery Energy Storage System Project. “I am extremely happy that due to our team efforts, our 700 MW Solar PV IPP Single-Axis Tracker Plant project has won L&T Construction’s Timely Delivery Award 2024,” he says, smiling broadly.

About projects in India, Amrit mentions about many local issues they face during execution. “By being part of a project team, we are able to resolve all issues and ensure that work progresses without delay,” he says encouragingly. Of course, technology has been helping people like Amrit to improve operational efficiency and keep project timelines on track, with digital tools like DGPS, TS, Auto level, and Elcometer.

“My aim is to always complete my tasks given to me by my seniors to the best of my ability in time and if we are all able to complete our tasks in time, then, we, as a team, will be able to deliver every project we execute in time.”

“I always insist that all the workers wear mandatory PPE and before the start of work PTW be available at all work locations,” he stresses. “Safety is always my top priority at site, and I ensure that all the work is done as per the approved drawings and SFQPs. With best advice and work plans from my seniors, I complete my projects as scheduled,” he says with a reassuring nod.

A native of Mirzapur, Uttar Pradesh, Amrit’s life partner is Sarita Maurya, a homemaker, and they are blessed with two children, son, Aashit and daughter, Arpita. When not spending quality time with his family, he enjoys playing various sports over weekends.



FOOD PROCESSING PLANT FOR  
JRS INDIA CORP PVT LTD. AHMEDABAD





# CELEBRATING PARTNERSHIPS

A Rajeshkumar

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

Thrilled to be part of the award-winning JRS project team, A Rajeshkumar is happier with the partnerships he has successfully forged in life. "Joining L&T, my dream company, has been a great moment in my life as also marrying my soulmate," he says joyfully. He enjoys his partnerships at site too. "My Project Manager guides, mentors and supports me, creating opportunities for me to learn and grow," he says sincerely. "He always celebrates my successes, provides constructive feedback, and fosters a collaborative environment where I can confidently develop my skills, achieve my goals and gives me the freedom to make decisions and take initiative, which builds my confidence and drives my growth."

He values his team members too, who support his initiatives by providing valuable feedback and ideas, taking on tasks to lighten his workload, enthusiastically accepting his vision. "They collaborate effectively to help achieve our goals, empowering me to focus on the bigger picture and the strategic aspects of leadership," he shares.

Referring to some of their unique initiatives at site, Rajeshkumar mentions applying the underground fire pipe wrap coating to a stand with pipe-bearing support for easy rotation and installation, an arrangement implemented on a tire mounted arrangement in huge pipe approved by the B&F Head of QA/QC Mechanical. "It has even been circulated to all L&T MEP projects for adoption at their sites," he adds gleefully. Another initiative of note is installing stainless steel drain trays over a length of 90 m, maintaining a 2 mm tolerance for alignment. He additionally mentions an ultrasound device to commission the waterside system and BIM to cross-check for clashes with other services before any work begins.

When the rotary screen failed, Rajeshkumar stepped in to design one according to the plant's specifications, procuring the necessary materials in time to successfully commission the system at startup. "To address the 60-day delay to commission the ETP (Effluent Treatment Plant), I arranged for biomass from external sources within

“My Project Manager guides, mentors and supports me, creating opportunities for me to learn and grow. He celebrates my successes, provides constructive feedback, and fosters a collaborative environment where I can confidently develop my skills, achieve my goals and gives me the freedom to make decisions and take initiative, which builds my confidence and drives my growth.”

10 days, to successfully commission it during the plant startup," he flags off, "and when our client faced challenges in securing natural gas for the project startup, I effectively coordinated with government authorities to get the gas delivered on time to successfully commission the boiler system."

Having previously, worked on the prestigious Mumbai International Airport - Hangar Building and the C17 Project for MEP works in Delhi, Rajeshkumar hails from Pollachi, Coimbatore. He describes his wife, Premavati, as "my support in all the stages of my life and presently a stay-at-home mom," and his family is complete with his two beautiful daughters, Anjana Devi and Anushree.



# L&T: A PLATFORM TO MAKE HIM AN EVEN BETTER ENGINEER

Kokil Kumar

Assistant Construction Manager (Elec), B&F IC

“I got the chance to manage a team with proper coordination, right from the initial design phase to handing over. Of course, we faced several challenges in the process but were able to resolve them all with the help of my Project Manager.”

A dream company for every engineer, L&T for Kokil Kumar is a platform giving him opportunities to become an even better engineer than he already is. After his first project at the C-17 India Air Force station project, Ghaziabad, where he learnt how quality worked by following the electrical processes and standard codes, Kokil brought his experience to play at the JRS project and is part of the team that has won L&T Construction's Timely Delivery Award – 2024.

He attributes his success in large measure to his Project Manager, Hemant Gupta, for giving him the responsibility to play the role of Lead Electrical. "I got the chance to manage a team with proper coordination, right from the initial design phase to handing over. Of course, we faced several challenges in the process but were able to resolve them all with the help of my Project Manager." He flashes a satisfied grin. Kokil is all praise for the cooperation from his electrical and MEP teams too. "I would say that they are one of the best MEP technical teams we have in B&F, and I was blessed to work with such a supportive team."



A particularly tough situation for the team was to coordinate with a process equipment vendor for imported equipment installation and powering up. "We hired electricians and trained them as per the OEM's stringent requirements and really delivered as per our expectations, maintaining all the safety and quality parameters," he says, adding that Vanderpol were impressed too, expressing their appreciation in front of L&T's senior management. Charging a 66 kV switch yard to distribute power from the transformers was another hurdle to cross. Working day and night, they arranged for the CIG inspections and commissioned the switch yard at first go which was a major milestone to supply raw power to the plant.

Modular cable trays and prefabricated wiring solutions improved the team's Quality quotient, as did the implementation of smart testing tools like Power Quality Analysers and Infrared Thermography to proactively detect faults and thereby avoid reworks. "Ours is a BIM-driven project," says Kokil with vigour, "relying on a combination of digital tools to enhance collaboration, accuracy, and efficiency."

A proud L&T-ite, he says, "Our organization is always thinking about the requirements of each employee. like employee welfare, family accommodation, children studies support, medical claims and more."

On the home front, Kokil, who hails from Haridwar, Uttarakhand, is married to Amrita Singh, a homemaker, and they are blessed with two children, daughter, Rishika Singh, who's birth is his life's most memorable moment and son, Arsh Singh. He lets off steam by playing cricket.



# NOTHING SUCCEEDS LIKE GREAT TEAMWORK

**M S Muthu**  
Assistant Manager (Finishes), B&F IC



“*We had a great work culture coordinating with our subordinate teams, guided and supported by our Project Manager, to achieve our end goal of customer satisfaction. Appreciation was our main motive to develop ourselves that we realized from our PM.*”

“I would like to extend my gratitude to the JRS project team for their support and encouragement throughout this journey that motivates me to continue striving for excellence to timely deliver all our projects,” says M S Muthu, acknowledging his recognition as a Timely Delivery Champion at his award-winning project. A proud L&T-ite at his 3rd project, Muthu is all praise for his Project Manager, Hemant Gupta, for trusting him to handle the civil activities under his direct guidance. “Our administration building and the transit house building are milestones of our best finishing,” he announces proudly.

Muthu is extremely impressed with the way the project was planned, beginning in the pre-construction phase with clear project goals and objectives and a kick-off meeting involving all stakeholders before the start of work. “It established among all the stakeholders a sense of shared understanding of the quality, budget, and timeline expectations from the site leadership,” he shares, “and we developed a detailed quality management plan outlining quality control measures, roles, and responsibilities.”

Later, during the construction phase, the team used high-quality materials and equipment to ensure durability and safety while clear lines of communication among the team members and stakeholders prevented confusion and miscommunication. “Our effort for continuous improvement was helped by digital tools like Conquer, SHEILD, BIM and others that we deployed to streamline processes, improve quality control and enhance our overall efficiencies,” he notes.

Due to environment-related issues, the team was hard-pressed to complete the roof and floor related works in time which, Muthu mentions, they successfully did thanks to the perfect coordination between the various trades and departments. “We had a great work culture coordinating with our subordinate teams, guided and supported by our Project Manager, to achieve our end goal of customer satisfaction,” he says, with a punched fist. “Appreciation was our main motive to develop ourselves that we realized from our PM. We are proud to have worked on this project,” he exults.

A native of Thoothukudi, Tamil Nadu, Muthu’s better half is Pandiselvi T, a homemaker, and they are blessed with two children, daughter, Shri Mithra M and son, Jagdeeswaran M. Holding his daughter for the first time was his life’s most cherished moment and apart from playing with kids, his other interests include gardening, cooking, and listening to music.



# PREVENTION IS BETTER THAN CURE

**Ritesh Kumar Jha**  
Assistant Manager (EHS), B&F IC



For an EHS professional, handing over a project without any fatalities or LTI is a huge achievement. Ritesh Kumar Jha, at the JRS Project, his first with L&T, is overjoyed that he maintained an unblemished Safety record at his site for which they won the BSC’s Sword of Honour award. L&T Construction’s Timely Delivery Award is an icing on his cake. “It is very important to report near misses to identify hazards in advance and take necessary corrective actions,” he says seriously. “I am glad to have played a role in integrating a Digital Hazard Reporting System, which allows supervisors and workers to report near miss incidents and hazards in real time on their mobile devices for us to take immediate preventive measures.”

“*I am glad to have played a role in integrating a Digital Hazard Reporting System, which allows supervisors and workers to report near miss incidents and hazards in real time on their mobile devices for us to take immediate preventive measures.*”

One of his prime responsibilities at site was new contractor finalization along with their gangs and getting them to adopt L&T’s EHS systems, which Ritesh and the project then successfully managed using the 3Es concept (Educate, Engage and Enforce). “This was a holistic approach to safety to make our workforce understand the risks, be accountable for their actions, and remain motivated to stay safe,” he explains. Active safety briefings, safety programmes, and clear policies & procedures fostered a safe and inclusive culture, helped along by the various digital tools deployed at site including SHEILD, IB4U, Conquer, and WISA.

Safety is a shared responsibility, and Ritesh acknowledges that he could not have driven it at site without the support of his leadership, seniors and colleagues. “Safety is something that comes from the leader,” he avers, “and our Project Manager, HG (Hemant Gupta) Sir, was very supportive; he never asked me any questions whenever I intervened, always respecting my decision, and since I was new to the L&T system, Chirag Soni Sir, CEHSM – West Factories, moulded and guided me through the entire process. So, everyone supported me where I required it,” he says with a delighted smile.

A native of Madhubani, Bihar, Ritesh is married to Dr. Pratibha, a homeopathic medical doctor working as a trainee at the Government Medical College & Hospital, Delhi. He enjoys traveling and exploring new places.

Transitioning from civil engineering to safety engineering was perhaps his most memorable moment. “My passion for safety led me to the Operation & Maintenance (O&M) of the Statue of Unity project, where I prepared an acclaimed Emergency Response Plan on my first day and was soon promoted to Fire & Safety In-charge,” he shares proudly. He is impressed by the strong employee bond at L&T that creates a sense of belonging and camaraderie, making it an exceptional workplace.







# TIMELY DELIVERY Champions

ETIHAD RAIL 2F2 PACKAGE  
FREIGHT FACILITIES, UAE



## “THE EXCITEMENT OF A NEW PROJECT IS UNPARALLELED”

Sutanu Biswas

Senior Construction Manager (Elec), M&M SBG



“We proactively engaged in technical discussions defining the interfaces, negotiating provisions, and recording them in signed documents to ensure that the systems contractor’s integration works did not delay engineering completion.”

Ever since joining L&T as a GET in 2012, Sutanu Biswas has executed multiple projects across India, UAE, Oman, and Egypt. “Although I started my journey at the Tata Steel project in Jamshedpur, the excitement of every new project is unparalleled,” he shares passionately, and therefore after his successful stint at the Timely Delivery Award-winning Etihad Rail Freight Facilities Project, he is eagerly looking forward to implementing his learnings at the Hafeet Rail Project in Oman, his next.

As Lead for systems interface, Sutanu identifies interface management with the systems contractor as a key reason for faster delivery, who had to complete the engineering and interface inputs for the team to design and construct the facility buildings and other infrastructure. “We proactively engaged in technical discussions defining the interfaces, negotiating provisions, and recording them in signed documents to ensure that the systems contractor’s integration works did not delay engineering completion,” he points out.

Insightfully, Sutanu mentions that it is important to consider the completeness of a package being delivered to the customer, be it engineering, procurement, construction or even commissioning. “All of these should fit into the overall project solutions from the operational and functional perspective to meet the customer’s needs,” he emphasizes. Sutanu mentions that the implementation of the Electronic Document Management System by the customer eased record keeping and accessibility for the team located across different geographies and helped the project in timely documentation and closure. When contractors faced bankruptcy at the height of the pandemic, the team addressed the problem either by deploying additional reinforcement resources or paying suppliers directly to ensure material deliveries.

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He is appreciative of the collaborative atmosphere in the MENA segments, about the responsibilities entrusted on them by the senior management and their ‘push’ to deliver. “My Project Director, Mr. Barath Kumar U, has always pushed me to take up new challenges and guided by example while our Procurement Manager, Mr. Vinod Choudhary, showed me how to stay organized and manage time when managing multiple roles and assignments.”

Hailing from Chakdaha in Nadia, West Bengal, Sutanu is married to Shrestha Purakait, who is on maternity break. They have recently been blessed with a son, Satwik. Reading books was once his passion, delivering his projects timely has now taken precedence. Their family holiday in Switzerland in 2023 is a memory that Sutanu cherishes. “It was something I only imagined as a child,” he says wistfully as he signs off. “More than the beauty of the land itself, it was my parents’ happiness that filled my heart.”





# ENJOYING HIS ALL-ROUND EXPOSURE

Suneel Kumar Sivapooja  
Senior Construction Manager (Civil), M&M SBG



*We took special approvals for the concrete mix design with an initial setting time of 7 hours, arranging to have it delivered at 6 am since getting night permits were both difficult and expensive.*

Suneel Sivapooja is extremely satisfied with his tenure of 16+ years with L&T that he joined as a PGET in 2008 for the wide exposure he has enjoyed from Design Lead to Project Manager. “The Etihad Rail 2F2 project was my first execution experience as Project Manager for the Ghweifat & Ruwais Freight Handling Facilities,” he shares excitedly. “I joined L&T with the EDRC – BMH team and later shifted to the BU for business development and tendering. I was also involved with the MENA tendering teams to submit tenders for the EGA – Concrete works, LSAW, Ma’aden – MMGP, and Etihad Freight Facilities projects.”

Knowing the milestones of the project, involving stakeholders and factoring adequate timeframes for approvals are, according to Suneel, some of the contributory factors for his project winning L&T Construction’s Timely Delivery Award. “We must provision time for the delivery of long lead items and ensure the availability of all the engineering deliverables & the resources required to meet the timelines. Of course, two other important factors are



the geographic location of the project and the available local resources,” he adds, nodding.

The remote location of his project site situated at the UAE–Saudi Arabia border was perhaps the project team’s biggest hurdle. “On one hand, it was challenging to mobilize teams, material and resources from Abu Dhabi and Dubai,” he apprises, “while, on the other, we had to meet stringent delivery timelines that called for meticulous planning of design deliverables, manpower, machinery and material.” During the planning stage, the pandemic was a huge issue and, right through the execution stage, frequent sandstorms threatened to disrupt progress.

With the batching plant located 150 km away from the project site, concrete delivery was crucial. “We took special approvals for the concrete mix design with an initial setting time of 7 hours, arranging to have it delivered at 6 am since getting night permits were both difficult and expensive,” notes Suneel. In any case, concreting was not advisable during the daytime when temperatures soared to 40°C–50°C. “We planned for our teams to reach and leave early to meet our planned weekly targets.” Managing the client and the client’s manager were critical for approvals from the authorities. Suneel is convinced that they succeeded because of their teamwork, acknowledging the support of his seniors and team. “We used to regularly discuss about alternative approaches to reduce construction time and project cost.”

Hailing from Hyderabad, Telangana, Suneel’s better half is Swapna, a homemaker, and their family is complete with their two sons, Haneesh and Sathvik. Reading and playing chess with his kids are what brings him joy.

# MAKING THE MOST OF A DYNAMIC & ENRICHING JOURNEY WITH L&T

Ashish Kumar  
Construction Manager (Elec), M&M SBG



*When working towards timely project delivery, the most crucial aspect is effective time management, which involves creating a detailed project plan outlining each phase of the project, setting realistic deadlines, and regularly tracking progress to stay on schedule.*



“Joining L&T as a GET was my most memorable day and thereafter, throughout my dynamic and enriching journey, I have enjoyed autonomy to make site decisions, supported and guided by my seniors, that have been instrumental for my professional development,” shares a charged Ashish Kumar, who was part of the Timely Delivery award-winning team at the Etihad Rail Freight facilities project. “When working towards timely project delivery, the most crucial aspect is effective time management,” he points out, “which involves creating a detailed project plan outlining each phase of the project, setting realistic deadlines, and regularly tracking progress to stay on schedule.” He feels that it is equally important to proactively address potential roadblocks to ensure timely completion.

As Testing and Commissioning Manager, Ashish was responsible at the Etihad Rail project for meeting all the contractual requirements of testing and commissioning, including the preparation and approval of various tests, and ultimately handing over the system to the client. “Additionally, I coordinated with the consultants Jacobs

and Egis and the client to address their requirements and secure necessary approvals,” he adds for good measure.

Some of the team’s challenges during execution, included the disparate geographical locations of the sites, spread across five different locations in the UAE. “Each location fell under the jurisdiction of different authorities, such as ADDC for Abu Dhabi, DEWA for Dubai, and FEWA for Ras Al Khaimah,” he grimaces, “and meeting their varied requirements was tough and complex.” He is delighted that the project team’s effectiveness in interfacing with a whole host of agencies was critical to their timely delivery.

Apart from deploying Primavera P6, Microsoft Project, and Dynamic Resource Scheduler (DRS) for resource allocation, identifying potential risks, and determining critical paths, Ashish mentions using E-Tap for power system analysis that provided comprehensive insights about the electrical systems. “For complex electrical design and drafting, I relied on AutoCAD to ensure precision and accuracy.”

Truly grateful for his Project Director, Barath Kumar’s invaluable mentorship and guidance in project coordination, planning, client management, and relations, Ashish acknowledges that Barath’s leadership has contributed to his professional growth. “I owe my expertise in Electrical and Instrumentation execution to Mr. Chandrashekhar Chakraborty, E&I Head, who has played a pivotal role in grooming me into the professional I am today,” he says, appreciating his entire team too for their unwavering support and collaboration.

On his personal side, Ashish hails from the district of Nawada in Bihar, is married to Versha, a homemaker, and the love of their lives is their daughter, Avisha. “I love to listen to music and play cricket and badminton especially over weekends,” he smiles.







## IT IS ALL ABOUT PERFORMANCE

### Karthick Raja K

Assistant Construction Manager (Mech), M&M SBG

“

*We had a robust subcontractors management plan, meticulously tracking site progress by matching plan versus actual, on a daily basis.* ”

“I am very happy with the L&T management for appreciating employees based on their performances,” says Karthick energetically, adding that all L&T employees treat each other and behave as if they all belong to a big family. He began his association with the Company in August 2012, at the Raw Material Handling System for Bhushan Steel Limited in Odisha as Mechanical Engineer. After a 4-year stint, he moved to the Petcoke Evacuation Project for Indian Oil Corporation Limited, also in Odisha, that ended in February 2020 and the very next month he started work at the Etihad Rail project in Abu Dhabi, UAE.

A native of Odaikkal, in Tamil Nadu’s Ramanathapuram district, Karthick is married to Nithya, a homemaker, and the apple of their eyes is their son, Madesh Pranav. “I love playing cricket and watching TV,” he laughs, flagging off their last visit to Kodaikanal with family in January 2025 as his life’s happiest experience.



He has just completed his 3rd project in his 12+ years with L&T, the award-winning Etihad Rail Freight Facilities project, but Karthick Raja is convinced that performance is what makes all the difference at an individual level. “As a team, were able to deliver the project in time, and my contribution was through my dedication, sincerity and involvement,” he smiles.

In terms of ‘pushing’ progress, Karthick points out that design coordination and procuring the client’s approval on the shop drawings in time contributed big time to their timely performance. “We had a robust subcontractors management plan, meticulously tracking site progress by matching plan versus actual, on a daily basis,” he nods assertively, emphasizing that by closely monitoring project schedule and regularly updating progress kept everyone on the same page that also helped in their timely delivery.

One of the team’s major challenges at the Etihad Rail project was that it began when the pandemic was in full swing and Karthick recalls with pain the many issues that impacted their professional and personal lives during those times. “The whole-hearted support of the project team kept us going, while the digital platform of MS Teams ensured that our communication channels were always open,” he highlights, mentioning the EIP Platform and tracking schedule on Primavera as their main digital tools.



# Quality Champions

**CONSTRUCTION OF VITRIFIED STORAGE & CONTROL BUILDINGS, BARC TARAPUR**







## A POET AT HEART; PASSIONATE ABOUT QUALITY

**Kaushik Dey**

Assistant Manager (QA/QC), HCI IC

*I am grateful to be working with a wonderful and energetic team who eagerly adopt and wholeheartedly support me, always encouraging me to implement new methodologies.*

After stints at the 700 MWe Kakrapar Nuclear Power Project, Kaushik Dey's present assignment at the Integrated Nuclear Recycle project for BARC at Tarapur, is his first to individually handle an entire section from scratch. "I maintain Quality Assurance and Quality Control, ensuring active functioning, testing incoming and final products, implementing PQP & QMS, establishing welding procedure specifications, and creating and following method statements," he reels off his responsibilities. He adds proudly that he is an Internal Auditor for ISO 9001, 14001 & 45001 too, regularly submitting data to the client to identify and mitigate risks.

"I am grateful to be working with a wonderful and energetic team who eagerly adopt and wholeheartedly support me, always encouraging me to implement new methodologies," Kaushik remarks, that has propelled him to initiate automation in welding and successfully implement it to fabricate the gantry girder with the client's approval.

Being an indigenous project, there are very stringent requirements for welding soundness. "At the start of the project, a huge concern was that the repair rate was above acceptance levels," he recalls with a grimace. "To address it, we adjusted the criteria for welder qualification to meet the requirements with an overall reference to the standard that brought the repair rate well below the maximum allowable limit," his passion for quality evident in his eyes.

Visibly happy with the launch of the 'Equalizer-Quality Sanyog' digital App that monitors project quality activities in real time, Kaushik mentions that he uses it to measure and evaluate data, and implement measures required to keep the quality top-notch at site.

A native of Kolkata, and still single, Kaushik enjoys writing stand-up poetry. "I try to participate in online live shows, but it has been difficult to do so for the past year," he says with a long face. He also likes travelling to new places and exploring natural locations and ancient architecture.



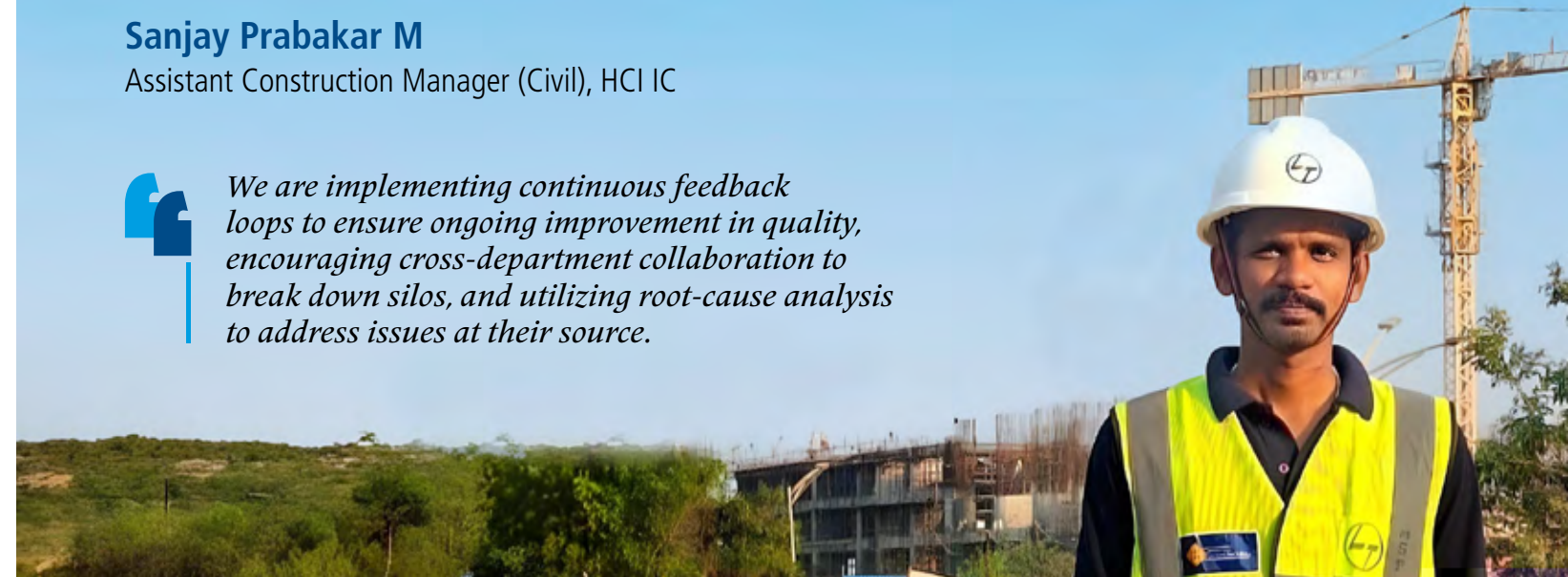
His association with the L&T family is punctuated by several fond memories, especially those of celebrating their collective achievements, like when their project won the Best Quality Project Award at the 2024 HCI IC townhall and now winning the L&T Construction's Quality Award 2024. "As an employee of this prestigious organization, I take pride in how L&T continuously pushes the boundaries of technology, infrastructure, and sustainability to build a better future," Kaushik adds as he signs off. "The Company's dedication to nation-building and global impact truly make it a great place to work and grow!"

## FULL OF VIGOUR AND ZEAL

**Sanjay Prabakar M**

Assistant Construction Manager (Civil), HCI IC

*We are implementing continuous feedback loops to ensure ongoing improvement in quality, encouraging cross-department collaboration to break down silos, and utilizing root-cause analysis to address issues at their source.*



He describes his first assignment with L&T at the award-winning BARC Tarapur Project as "a cornerstone of my professional development." Starting off as Senior Engineer, Sanjay Prabakar was soon promoted to Assistant Construction Manager (Civil) after a year, and he says earnestly, "I am gaining invaluable experience from this project and the opportunity to contribute meaningfully to its progress in various roles."

Elaborating on the project team's multi-faceted approach, he shares, "We are implementing continuous feedback loops to ensure ongoing improvement in quality, encouraging cross-department collaboration to break down silos, and utilizing root-cause analysis to address issues at their source."

Due to its nature as an indigenous nuclear waste recycle project, the civil works must comply with exceptionally rigorous standards, a prime example being the detailed contingency planning for rebar placement for precise execution. "The need to guarantee

long-term safety and structural soundness in a nuclear environment is critical," Sanjay informs. "The rebar contingency plans account for situations like unexpected obstacles, design alterations, or material discrepancies, and they define specific procedures for preserving the required structural integrity."

Sanjay feels that his professional growth has been significantly shaped by the guidance and expertise of his seniors and team members. "Their mentorship, knowledge sharing, and collaborative approach have been invaluable in my development, fostering a supportive environment that encourages ownership, problem-solving, and the exchange of ideas," he says with gratitude, "while the diverse skill sets within the team is broadening my understanding of construction processes."

Much like his colleagues, Sanjay is happy with the launch of the 'Equalizer-Quality Sanyog' and 'Conease' digital Apps, which monitor the project's quality activities in real time, helping him to implement the various measures at site.

A native of Madurai, Tamil Nadu, and single, Sanjay loves to escape into the world of films when free to enjoy watching different stories. Stepping through the doorway of his new home was an unforgettable memory for Sanjay: "I felt an overwhelming sense of excitement and possibility, knowing that this would be the place where countless memories will unfold."

As an L&T-ite, Sanjay is inspired by the Company's leadership in adopting cutting-edge technologies and sustainable practices, while delivering world-class projects with the highest standards of quality, safety, and environmental responsibility.





# MAKING HIS PARENTS PROUD WITH HIS ATTENTION TO QUALITY

## Ujjwal Kumar

Assistant Construction Manager (Civil), HCI IC

The BARC project at Tarapur is Ujjwal Kumar's first in L&T, where he is the single point of contact for managing the rebar, shuttering, and concreting activities for the vault slab. "The slab is at an elevation of +7.7 m, inside another slab whose top elevation is +19.5 m, with a single opening of just +600 mm," he mentions, painting a picture of his responsibilities and challenges. "We must carefully lower 140 embedded parts using tower cranes through the same opening and the rebar manually, using a pulley rope arrangement to remove the material post pour clearance."

The limited access through the EP openings and a height difference of 11.8 m between the two slabs make the process of placing the concrete extremely difficult, with the added danger of concrete segregation due to the height difference. "To reduce the height of fall of the concrete, we developed an in-house solution by welding a concrete hopper to the concrete pipeline, with the subsequent pipes clamped together and the elephant hose clamped at the terminal end," Ujjwal elaborates. "By this, we have significantly saved time and minimized multiple handling of concrete by eliminating wheelbarrows or long concrete pipeline assembly."

The reinforcement was so densely congested that rebar spacing at some junctions was as little as 25–30 mm, demanding the concrete workability to be at par with self-compacting concrete (SCC). Coordinating with the Client, the team provided pockets for pouring high-performance concrete (HPC). "We deploy digital tools like Rebar Pro, Conease, WMA, and Procube that are proving extremely useful for us," he adds.

Safety risks are aplenty too, such as poor natural ventilation & illumination, danger of falls from height, confined space, and more. "We use exhaust and blower fans to address the risk of asphyxiation, cover EP openings with rebar mesh fabricated from scrap rebars to prevent falls, and use battery-operated lights and LEDs for better visibility," explains Ujjwal, adding that a rope drum & cup lock mechanism is used to shift materials, eliminating the risk of cut injuries, while walkie-talkies provide seamless communication even in the absence of mobile network inside the vault.

A native of Gaya, Bihar, Ujjwal is married to Alia Sharma, who is pursuing her Master's in Hindi. They are blessed with a son, Aavya Kashyap. Ujjwal's favourite hobby is exploring ancient places and recalls graduating his B.Tech. in first class with distinction as his most memorable moment. "I will never forget my parents proclaiming, 'Proud of you, my boy!'" he signs off, his eyes listening.



*"We developed an in-house solution by welding a concrete hopper to the concrete pipeline, with the subsequent pipes clamped together and the elephant hose clamped at the terminal end. By this, we have significantly saved time and minimized multiple handling of concrete by eliminating wheelbarrows or long concrete pipeline assembly."*



# PROUD TO BE AN L&T-ITE

## Darshit Gorecha

Assistant Construction Manager (Mech), HCI IC

L&T is Darshit Gorecha's first company to work for and he undoubtedly loves the company he keeps. "I'll never forget the day I was recruited into L&T after completing my diploma course," he shares with barely concealed exuberance that has characterised his tenure first at the Rajasthan Atomic Power Project – 7 & 8 for the Common Service Package, then for the construction of the Natural Draft Cooling Towers, and presently, at the Integrated Nuclear Recycle Project at BARC, Tarapur.

Working as per the client's specifications, the project team created a procedure to erect the ventilation pipe & thimble tube that was approved by the client before the start of the job, according to Darshit. "In this method, we introduced changes that have helped us complete our tasks quicker and more easily like the introduction of fabricated jigs for alignment and motorized chain pulley blocks & scissor lifts for erection."

Speaking of challenges at his project, Darshit mentions work with stainless steel pipes & plates needing more attention to protect from contamination and thimble tube & ventilation pipes requiring precleaning before installation, as they are being used for long-term storage of nuclear waste. "We have added high pressurized water pumps with nozzles to thoroughly clean the 11 m closed-end pipes, thus eliminating manual work," he reveals. "This way, the cleaning has been thorough while the productivity rate has also increased." On the digital front, he mentions using the Equaliser-Sanyog App, and the SHEILD App for safety.



*"I'll never forget the day I was recruited into L&T after completing my diploma course. Whenever I faced conflict or any difficulty, my seniors guided me to solve the issue, and ensure smooth progress at site, instilling confidence in me to face any challenging situation and conquer it."*

Support from his seniors has been a big reason for his success. "Whenever I faced conflict or any difficulty, my seniors guided me to solve the issue, and ensure smooth progress at site, instilling confidence in me to face any challenging situation and conquer it," he smiles.

Hailing from Jamnagar in Gujarat, Darshit is married to Hetal, a homemaker and his hobbies include listening to music, travelling, and exploring new locations.

A proud L&T-ite, he says, "We are India's most reputed engineering and construction organization, known for our commitment to engineering, sustainability, quality, safety, and excellence and in addition, L&T provides a lot of opportunities to grow in our careers, supporting us for higher studies to sustain ourselves in the market. I am proud to be a Nation Builder too!"



# ENSURING CUSTOMER SATISFACTION THROUGH QUALITY

**Afrojkhan Barkatkhan Pathan**

Senior Engineer (QA/QC), HCI IC

“Our digital technologies have been completely integrated into our processes that help us to record observations digitally and communicate effectively.”

“I am proud to be working in a professionally managed Indian MNC that has such an admirable work culture and is employee-driven,” exults Afrojkhan Pathan. “We work together, and all the departments collaborate for a common goal to create value for our customers, employees, and the environment.” These lofty ideals are what he has imbibed and brought into play, initially at the iconic Mumbai Coastal Road Project (Package 4), his first project with L&T, and thereafter at the Vitrified Storage & Control Buildings Project at BARC, Tarapur, a winner of the L&T Construction Quality Award 2024.

How did the team win this much-coveted recognition? Afrojkhan throws light on their secret sauce: “One of our key initiatives has been to implement a comprehensive quality management system that includes regular training programmes for the team, stringent quality checks at every stage, and the effort to sustain a culture of continuous improvement. After that, it is all about teamwork,” he says with a broad grin. He mentions about a dedicated team that oversees the implementation of rigorous quality assurance processes and informs, “My responsibilities include concrete works for major congested pours like the vault slab, slipform concrete work, and the uniquely shaped water tank, all performed through meticulous and strategic quality management.”

Customer satisfaction is a key deliverable at the BARC Tarapur site. “A lot of things go into achieving this,” says Afrojkhan sensibly, “like promptly responding to and resolving quality-related issues and submitting the relevant compliance reports within the target date.” He is thankful for the Quality Apps Conpro and Quality Equaliser, which have helped the team immensely in ensuring that the client is satisfied. “Our digital technologies have been completely integrated into our processes that help us to record observations digitally and communicate effectively,” he says purposefully.

With roots in Borsuri village in Maharashtra’s Latur district, Afrojkhan is married to Bushra Pathan, who is a doctor. When he isn’t too busy driving quality at his sites, Afrojkhan enjoys playing sports like cricket, volleyball, and football. Speaking about memorable moments in his life, receiving the Quality Trophy and, more recently, winning L&T Construction’s Quality Award for the BARC Tarapur Project, stand out for him.



# Quality Champions

**AGAR MALWA MVS**





# PUTTING HIS BEST FOOT FORWARD TO DRIVE QUALITY



“While ePragati’s data-driven approach helps us to monitor the progress of services and identify bottlenecks or issues for immediate corrective actions, the QIR App ensures that quality inspection processes are digitized and streamlined, with real-time recording and tracking of quality inspection results, making it easier to identify any discrepancies or areas that need improvement.”

After his stint at the SAIL Hospital Project, Rourkela, Elanthamizhan R is Zone In-charge at his first RWS project, the Agar Malwa MVS, where he and his team have successfully commissioned the Intake Well, WTP, & MBR structures. “I don’t like surprises so, I set clear and transparent expectations right from the beginning,” he remarks. “With regular updates, progress reviews, and using demos or prototypes, the client was involved right through, and their ready feedback prevented misalignments down the line.”

In charge of implementing learning and training programmes for the team, he ensured that all were equipped with the latest skills and industry best practices to stay abreast with current standards and trends. “Our quality of execution has remained consistently of a high order thanks to this initiative,” he flashes a smile, sharing that he believes in fostering a culture where his team members are encouraged to take ownership of individual tasks and overall project quality.

## Elanthamizhan R

Assistant Construction Manager (Civil), WET IC

By sharing their experiences, providing advice, and offering constructive feedback, his seniors have contributed to his growth. “Not only do they constantly encourage to think innovatively and bring new ideas to the table, but they empower me to take initiative and are always seeking ways for me to enhance my expertise, be it through challenging projects, special assignments, or training sessions,” his josh shines through, adding that these opportunities are helping in his personal and professional growth.

The digital tools, ePragati and QIR Apps, are helping Elan and team achieve top-notch quality. “While ePragati’s data-driven approach helps us to monitor the progress of services and identify bottlenecks or issues for immediate corrective actions, the QIR App ensures that quality inspection processes are digitized and streamlined, with real-time recording and tracking of quality inspection results, making it easier to identify any discrepancies or areas that need improvement.”



A native of Srirangam in Cuddalore district, Tamil Nadu, Elan is married to Abirami, an Assistant Engineer in the Highways Department, and they are blessed with a girl, Magizhini. His wedding day and Magizhini’s birth are some of his most unforgettable, life-changing moments.

As an L&T-ite, Elan is most proud of the Company’s commitment to innovation and excellence. “Whether it’s tackling complex engineering challenges, delivering high-quality infrastructure, or driving technological advancements, L&T consistently strives to set new standards. Being part of an organization that is focused not just on growth but also on making a positive impact on the society is something I truly value,” he signs off with a smile.

# ACING HIS 100-DAY TARGET

## S Sivakumar

Assistant Manager (Civil), WET IC



“As a team, we collaborate to deal with unforeseen technical issues, forecast requirements to manage resources, and adjust work schedules to complete critical activities in time.”

At his Agar Malwa WSS project, S Sivakumar is thrilled that he successfully completed a tough task of overseeing the construction of Hybrid Elevated Service Reservoirs (ESRs), precast ESRs, other type of ESRs and the MBR in just 100 days. “I succeeded through meticulous planning, efficient resource allocation, and effective team coordination that highlighted my ability to manage time-sensitive projects, optimize workflows, and deliver high-quality infrastructure under tight deadlines,” he shares with gusto.

Having won L&T Construction’s Quality Award 2024, there has been sustained focus on quality at site, and Sivakumar is revelling in the challenges. With his award-winning project team, he is busy introducing a detailed inspection & test plan tailored to each construction activity, organizing pre-execution workshops,

establishing on-site testing protocols for materials like concrete, aggregates, and steel, initiating a material tracking system, conducting training sessions, implementing a daily quality inspection checklist and introducing non-destructive testing for components like concrete. “On the digital front, we have adopted Apps and real-time monitoring tools like ePragati, Material NxT, and QIR, to focus on safety–quality integration and have in place a quality feedback loop to drive quality,” he mentions.

Meeting challenges is a part and parcel of Sivakumar’s work life, which he faces with planning and prioritization, breaking down the project into many smaller milestones. “As a team, we collaborate to deal with unforeseen technical issues, forecast requirements to manage resources, and adjust work schedules to complete critical activities in time.” He adds that by maintaining seamless communication and alignment among stakeholders, they have streamlined approvals, avoided misunderstandings, and kept the project on track.

Every successful professional requires a supportive eco-system to thrive in and Sivakumar’s is his seniors and team members, acknowledging their guidance, mentorship, knowledge, experience and constructive feedback. “We work collaboratively, fostering a positive and productive environment where responsibilities and ideas are shared openly,” he smiles, referring to his equation with his colleagues.



On his personal front, Sivakumar hails from Irumbupalam, in Tamil Nadu’s Namakkal district, is married to Sudhapriya. R, a homemaker, who holds a B.E. degree in Electrical and Electronics Engineering (EEE) and is currently preparing for government services. The apple of their eyes is their baby boy, Yuganimalan S, with whom he loves to spend his free time, when not listening to music and watching movies. Happy with life, he has several life’s moments to cherish: his marriage, the birth of his son, his joining L&T, flagging off the Company’s emphasis on empowering its employees as a high point. “I have grown both personally and professionally thanks to L&T’s culture of continuous learning, mentorship, and opportunities to take on challenging responsibilities,” he signs off, a proud L&T-ite.



# BEING PREPARED IS HALF THE BATTLE WON

**Nirmal Soni**  
Assistant Construction Manager (Elec), WET IC

If Nirmal Soni has learnt something from his experience of working on four water supply projects before joining L&T, and then at L&T's Agar Malwa Multi-Village Water Supply Scheme project, it is that disruptions and unforeseen technical issues are a 'given' at construction projects. "It is critical to have contingency plans in place, work closely with the technical teams to find quick and effective solutions for onsite problems and focus on proper planning with adequate backup resources and equipment," he points out astutely.

In addition to overseeing site activities, work schedules, quality and safety standards, "I manage resource planning, subcontractor and vendor coordination and resolve onsite issues to meet our strict deadlines," he says, describing his vital contribution to the project. "I have established a Proactive Quality Monitoring System tailored to the specific needs of our project and created checklists for every activity to ensure compliance with technical specifications," he shares proudly.

“*It is critical to have contingency plans in place, work closely with the technical teams to find quick and effective solutions for onsite problems and focus on proper planning with adequate backup resources and equipment.*”



Apart from onsite quality walkthroughs, the project team conducts skill-building workshops on critical construction practices and quality standards, and as Nirmal adds, "we strive to foster open communication between our teams and seek suggestions from workers and subcontractors that have aligned multiple stakeholders, improved coordination and smoothened operations." To ensure strict adherence to quality standards and safety protocols, the team conducts regular inspections & audits, organizes training sessions for the workforce and a robust monitoring system tracks compliance with set standards. He mentions QIR, PQI, Epragati, MxT, as some of the digital solutions deployed by the team.

That the team has won L&T Construction's Quality Award 2024 is true reflection that they are doing things right and Nirmal is glad that he is part of a team that encourages continuous learning. "My seniors and team members have greatly influenced my growth and success. Their mentorship, collaboration, encouragement, trust and recognition guide and drive me to excel," he says with all seriousness.

Still single and hailing from Mandalgarh in Rajasthan's Bhilwara district, Nirmal finds time to pursue his passion for cricket and badminton and is proud that he cleared his college placement in the first attempt. Delighted to be an execution engineer at L&T, he values team spirit, knowledge sharing, and contributions from each & every team member. "I have been able to hone my passion for engineering through the various challenging projects I have been a part of, and L&T gives me the right environment for my professional and personal growth," he says with stars in his eyes.

# A PRUDENT APPROACH TO QUALITY

**Prashant Patel**  
Senior Engineer (Mech), WET IC

“*We overcame the challenges of dewatering a 1.5 km stretch of river backwater without pumps, employing a new and effective siphoning method.*”

A proud member of the L&T family, Prashant Patel's journey with the Company has been one of constant learning. His current role as Zone In-charge at the Agar Malwa MVS Project is his first venture into Rural Water Supply (RWS), possessing a background in irrigation projects, with the experience of previously managing quality at significant irrigation schemes like Punasa and Narmada Chhipra, which irrigated vast tracts of land.

Skill development of workers has been his primary focus to drive quality. "I have modified training at the site by focusing on developing new skills for workers in their local language, ensuring better comprehension and application," he informs. His introduction of a daily checklist for workers to reflect on and learn from the previous day's errors has significantly reduced repeat mistakes, contributed to improving the overall quality of the project.

He flags off the support from his team and seniors as a cornerstone of his success. "Their guidance and innovative ideas have helped me to manage time effectively and meet project deadlines," he remarks with gratitude. This collaborative environment has fostered his growth, giving him the confidence to handle challenging tasks like the DI1000mm CWPM Line river-crossing work. "Our team had planned this activity for two months; and we overcame the challenges of dewatering a 1.5 km stretch of river backwater without pumps, employing a new and effective siphoning method," he recalls with a sense of achievement. QIR for timely closures, ePragati App and Arc-GIS for gap identification are some of the digital tools he mentions that are helping to improve delivery and quality at site.

Hailing from Korgla village in Khandwa, Madhya Pradesh, Prashant is happy with life, making time to follow his personal interests despite a demanding work schedule. A bachelor, he spends his free time playing volleyball, watching web series, reading, and listening to music especially over weekends. "My recovery from a severe health scare two years ago stands out as one of my most memorable moments, for it taught me the value of life and good health," he shares with a serious look.



Reflecting on his association with L&T, Prashant appreciates the vast opportunities for skill enhancement in quality, safety, and work culture. "Here, the opportunities are endless," he concludes, embodying the spirit of an organization that not only builds infrastructure but also nurtures its people.







## REINFORCING A CULTURE OF QUALITY AT HIS PROJECT

*“Our interventions like systematic reporting and root-cause analyses, while integrating technology into quality management, have helped us to monitor better and make timely decisions.”*

non-conformance across a vast project area is tricky, but our interventions like systematic reporting and root-cause analyses, while integrating technology into quality management, have helped us to monitor better and make timely decisions,” he smiles.

The mentorship from his seniors and the collaborative spirit of his team members are what Mujiburrahman believes have propelled him to excel, pushing him to take on challenges with confidence. “My seniors and project leaders follow an open-door policy, which is most important in a tough environment like project sites, giving us the confidence to seek their support and cooperation,” he says with fervor.

Originally from Maharajganj, Uttar Pradesh, Mujiburrahman leads a fulfilling personal life with his wife, Rubina Khatoon, and their three-year-old daughter, Aafsha Parveen. His hobbies include listening to songs, playing cricket, and staying updated with the news, balancing these interests with his professional commitments. Some of his life’s most memorable moments include his daughter’s birth, winning quality awards at L&T, and his first day at the Company.

“What makes me most proud to be an L&T-ite is the organization’s commitment to excellence, innovation, and its role in nation-building through our various projects,” he signs off, singing praises of the company he keeps.



**Mohd. Mujiburrahman**  
Engineer (Civil) – QA/QC, WET IC

After successfully delivering the Alirajpur Lift Irrigation project, Mohd. Mujiburrahman, brings his valuable experience to play at his current assignment at the Agar Malwa Multi-Village Scheme (MVS) project, as Quality Engineer, where his responsibilities include quality compliance in construction, conducting inspections, and maintaining quality control to meet project goals.

“By leveraging digital tools like QIR and SOP modules for real-time quality monitoring, developing tailored quality checklists, and initiating onsite training to bridge knowledge gaps, we have been pushing our Quality agenda,” he says purposefully. In addition, the team resorts to WhatsApp for remote inspections. Mujiburrahman’s approach to conduct root-cause analysis to address recurring issues and the introduction of quality awards at site level have enhanced mutual trust in the team. He mentions that creating mock-up models for critical tasks like HDPE and DI pipe jointing are helping them enormously in their collective quest for quality.

In the face of tight deadlines, Mujiburrahman and the project team have been reinforcing their quality culture through regular inspections and training, apart from efficiently managing material by working closely with the procurement team and suppliers. “Training the workforce, given the scarcity of skilled labour, and managing



## Quality Champions

**112.5 MW WBSEDCL SOLAR PROJECT,  
GOALTORE, WEST BENGAL**







## STRIKING THE RIGHT BALANCE TO SUSTAIN QUALITY

**Anuj Ratan**

Senior Engineer (Civil), Renewables IC

*“Our technology adoption combined with sustainable practices ensure that we deliver high-quality projects while minimizing environmental impact and this forward-thinking enhances project outcomes and contributes positively to the communities we serve.”*

The N-pulse App is empowering Anuj and team to update status every day and minutely track project progress. “If we are lagging in a task, we identify the problem in the App and try and get it fixed at the earliest,” mentions Anuj, pointing at his phone screen. “The Sterlo/Sanyog App is also helping us maintain quality at our site.”

Having joined L&T in 2017 as a Civil Engineer, Anuj worked on several projects in the Utility Power Distribution (UPD) BU before successfully commissioning the 20 MW Floating Solar Plant in Auraiya, Uttar Pradesh. What impresses him most about L&T is the commitment to innovation and sustainability. “Our technology adoption combined with sustainable practices ensure that we deliver high-quality projects while minimizing environmental impact and this forward-thinking enhances project outcomes and contributes positively to the communities we serve.”

He is all praise for his seniors and team members, especially his Project Manager and Planning Engineer, whose guidance has helped him perform exceedingly well, and as he adds, has contributed significantly to his personal and professional growth.

A native of Mainpuri, Uttar Pradesh, Anuj’s better half is Sakshi Shakya, a homemaker, and they are blessed with a son, Ayansh Ratan. When free, he enjoys playing cricket and, occasionally, badminton.



A nice combination of smart thinking, digital tools, and a lot of support and inspiration are what has helped the team at the 112.5 MW WBSEDCL Solar project in Goaltore, win L&T Construction’s Quality Award 2024, according to its Civil In-charge, Anuj Ratan, who oversees civil execution, ensures quality control and facilitates communication among the various stakeholders. Not surprisingly, one of his most memorable moments in recent times is the commissioning of the plant on 3rd September 2024, within the scheduled timeline.

An example of their smart thinking is the use of a 150-micron HDPE tape for slab shuttering joints for superior finishing of the roof slab. “For workability of concrete, we check for slumps in each batch of concrete to ensure good finishing of the concrete structures,” he says, “and in addition, provide workers with dedicated hands-on training before engaging them in any civil activity to achieve and maintain our quality standards.” To overcome issues of resource allocation and tight deadlines, the team has implemented a more efficient scheduling system to prioritize tasks based on urgency and importance. “Our regular team meetings ensure clear communication and collaboration, that have greatly improved workflow and project outcomes,” he says with a punched fist.

## CLIMBING ON A STEEP LEARNING CURVE

**Sumit Kumar Giri**

Senior Engineer (Elec), Renewables IC



A GET of the 2023 batch, Sumit Kumar Giri is enjoying the opportunity to learn at his first project, the 112.5 MW WBSEDCL Solar Project in Goaltore. “I am delighted to gain hands-on experience in the renewable energy sector, working alongside a skilled team,” he says with gratitude, happier that his project has won L&T Construction’s Quality Award 2024. “After only 6 months, I was taking care of three blocks in the DC segment and four in the AC segment, out of a total of nine blocks, and completed the tasks on time, focusing on safety and quality. Additionally, I was responsible for all SCADA and MCR building-related electrical work, ensuring effective installation, testing, and commissioning of electrical systems.”

He got his first taste of dealing with labour, being involved in identifying skilled labour for specific tasks in an area that was new for the renewable sector. “We actively worked on identifying labourers who could be trained for specific roles aligning with our project requirements, which helped us build a competent workforce,” he remarks. To help the workers manage the hot and humid work conditions, especially during the peak summer months, their work schedule was revised by pausing operations before 10 am, resuming after 3 pm that improved productivity.

“Our robust feedback loop system encouraged open communication and collaboration, allowing us to address issues promptly and implement effective solutions,” he nods assertively. The team’s programme to recognize outstanding contributions to

quality assurance helped everyone to remain strongly focused on quality. “It also ensured that we met the expectations of all our stakeholders,” grins Sumit.

*“After only 6 months, I was taking care of three blocks in the DC segment and four in the AC segment, out of a total of nine blocks, and completed the tasks on time, focusing on safety and quality.”*

Sumit attributes his steep learning curve to the incredible support and guidance he has received as a fresher. “My transition into a new role was significantly smoother due to the exceptional team that I had the privilege to work with, while my seniors helped me to understand the particulars of our operations, especially when dealing with workmen, subcontractors, and vendors,” he says almost with folded hands. “I am particularly thankful to our Project In-charge, whose friendly demeanour and willingness to assist have been a great source of comfort and confidence for me.”

A native of Balasore, Odisha, Sumit is single and spends his free time playing chess and occasionally, badminton. “I’m also fond of cooking, which I find both relaxing and creatively fulfilling,” he says, sharing his passions. “The most memorable moment for this project was its successful commissioning on 3 September 2024, delivered in time, as per schedule,” he declares with pride.



# RESOURCEFUL IN HIS APPROACH TO QUALITY

**Vishwanath Dodmani**  
Engineer (Elec), Renewables IC



Vishwanath Dodmani joined the WBREDA Rooftop Solar Project as a DET and completed the installation activities of his district in a mere 5 months, that included 2 months of COVID, which was also the first district to be fully commissioned out of a total of 11. Presently, as Mechanical & Electrical In-charge at the 112.5 MW Goaltore Solar PV project, he is busy executing, testing, commissioning, and successfully testing PR and grateful that despite his electrical background, he has been entrusted with primary civil and survey tasks. "At my first ground-mounted solar project, I am fortunate that my Project Manager has given me the opportunity to initiate the preliminary works," he says with a great sense of triumph.

*"We have optimized our conduit design by laying a maximum of four string cables in a single run that has significantly reduced the risk of string faults and generation loss."*

By successfully utilizing the high-accuracy and up-to-date Differential Global Positioning System for site survey, the team has significantly minimized the need for changes in drawings, while using end caps to close conduit openings to prevent the entry of insects and water is a new introduction at their site. "Previously, puff sealant was being used which deteriorates quickly, leading to cable damage and loss of generation," Vishwanath explains.

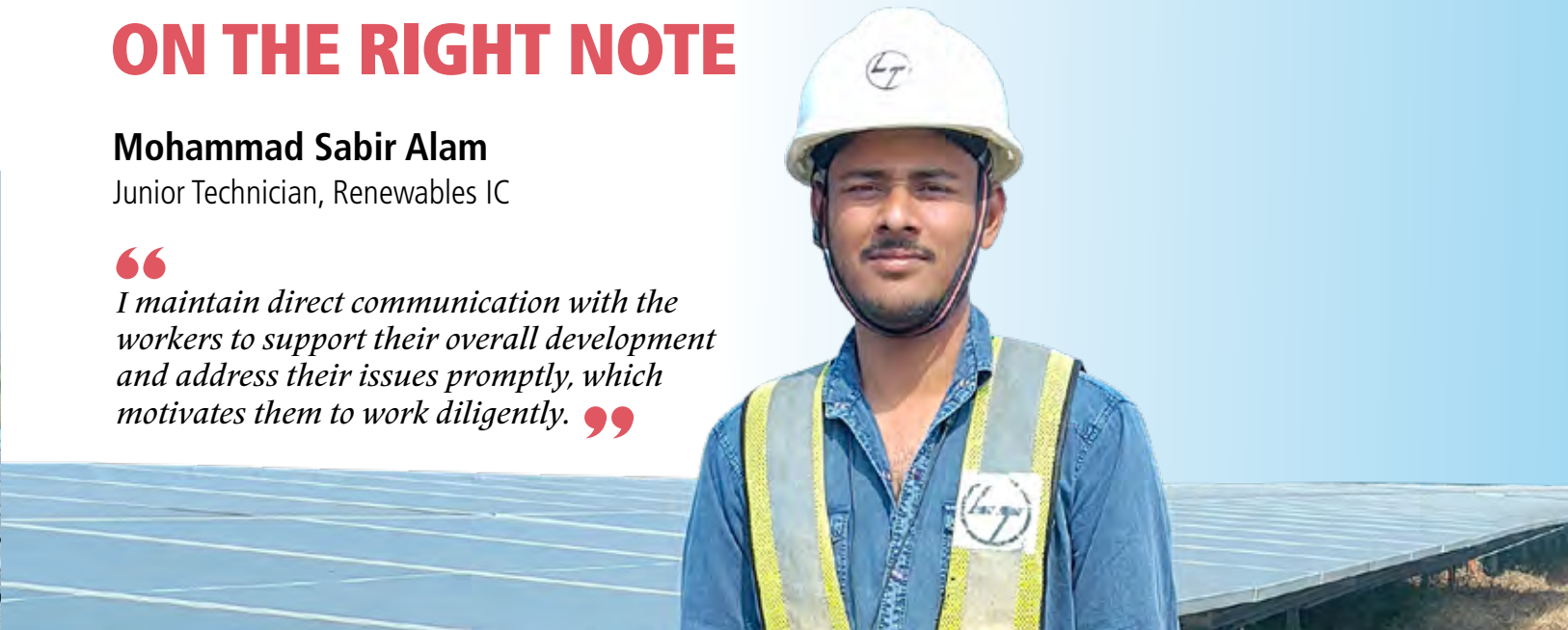
"We have optimized our conduit design by laying a maximum of four string cables in a single run that has significantly reduced the risk of string faults and generation loss."

The team faces challenges due to the proximity of the project to villages and forests. "During cultivation, the government releases water for at least 15 days, which affects activities like piling and cable trench works," he says with an exasperated sigh, adding that during the rainy season they encounter the issue of unavailability of sand apart from rising groundwater levels halting piling works, thereby disrupting MMS erection and other tasks. "To address these, we focus on less affected areas to maintain timelines and advise subcontractors to stock sand beforehand." Apart from the Sanyog/Sterlo Apps, by raising quality-related issues through the QIR app, they can determine the best possible solutions and prevent recurrence of similar issues in other areas.

A bachelor hailing from Jabalpur, Madhya Pradesh, Vishwanath, a true L&T-ite at heart, loves learning new techniques to be time-efficient and listening to case studies of already executed projects. Sharing a delightful moment, he mentions the Head of South Asia Projects from the German Consulate KFW, accompanied by other German government officials and the ILF German Consultant visiting their site. "They roundly appreciated our progress and adherence to the highest quality standards. I feel proud to be a part of the first team to complete execution, commissioning, and successful PR within the scheduled time in the domestic business," he signs off, eyes glowing.

# STARTING HIS CAREER ON THE RIGHT NOTE

**Mohammad Sabir Alam**  
Junior Technician, Renewables IC



*"I maintain direct communication with the workers to support their overall development and address their issues promptly, which motivates them to work diligently."*

A newcomer, having joined L&T as a Frontline Supervisor at the Quality Award-winning 112.5 MW WBSEDCL Solar Project, at Goaltore, 2023, Mohammad Sabir Alam is thrilled with the experience. "I wish to take a moment to thank the Company for all the amazing assistance and advice I have received since I started working here," he says, enjoying the trust and confidence placed on him. "The opportunity to take on significant responsibilities and contribute to major projects is both challenging and rewarding." Expectedly, his life's best moment thus far is the successful commissioning of the solar plant on 3rd September 2024, within the scheduled timeline.

"Since joining, I have been responsible for overseeing DC cabling works, MMS works, module mounting works, earthing works in the DC segment, cable laying, equipment erection, and glanding & termination work in the AC segment," Sabir reels off his list,



working closely with his Section In-charge. "I am proud to have successfully completed these tasks on time, with a strong emphasis on safety and quality," he asserts.

About new initiatives, he mentions the team's daily training sessions for workers and supervisors to update them of the latest quality standards and best practices. "I maintain direct communication with the workers to support their overall development and address their issues promptly, which motivates them to work diligently," he elaborates, adding that he is directly involved in conducting testing of cables and equipment alongside the subcontractors' supervisors to ensure high-quality work.

A major challenge for Sabir has been the interchangeability of workers when material is unavailable. "Such a situation often leads to downtime and inefficiencies, as workmen are unable to switch to other tasks seamlessly and it would help to explore strategies that allow for more flexible work allocation involving cross-training workers in different tasks or developing a more dynamic work schedule that anticipates potential material shortages," he points out wisely. The team was often hindered during execution by flooding to address which he advocates an effective drainage solution.

A native of Patna, Bihar, and single, Sabir loves to play carrom and cricket, and sometimes badminton when free, which relaxes him and gives him artistic fulfillment. Returning to a favourite topic, he says, "I have learnt a lot from the knowledge and tolerance of my seniors and would especially like to thank my Section-in-Charge, whose warm manner and readiness to help have given me a lot of confidence and comfort. His assistance has not only improved my professional skills but also given me a greater feeling of accountability and dedication to our work."





## 435 KTPA ALUMINIUM SMELTER EXPANSION PROJECT, BALCO, KORBA



## L&T'S FOCUS ON QUALITY & SAFETY IS MOST COMFORTING

**Anil Kumar Maurya**  
Construction Manager (Mech), M&M SBG



L&T's focus on quality and safety at the worksite is what endears the Company to Anil Kumar Maurya. "These are two key pillars that determine successful and timely delivery of projects," he shares fervently, "and I feel reassured by the importance placed on the safety of people and workers with the right equipment, training, and processes in place to minimize risks and maintain a secure environment." After his initial stint at the Tata Steel Kalinga Nagar project, Anil is currently at the award-winning 435 KTPA Aluminium Smelter Expansion project for BALCO, at Korba.

In his quest for quality, Anil is hugely supported by his seniors and team members, who are ever ready to help him solve technical issues, guide him through tough situations, and share their experience when required. "Whether it's about managing installations or troubleshooting, they're always willing to pitch in with practical advice and their support and teamwork have made it easier for me to get the job done right and learn from each experience," he comments, gratefully.

Dwelling on some of the team's unique initiatives to ensure accuracy when installing equipment, Anil shares a practice he has introduced to fix embedded plates for level and centre lines at each equipment area. "These embedded plates serve as reference points throughout the entire process of installation," he points out. "Additionally, we use steel plates, which are padded with grout at the foundation to maintain precise levels when placing the equipment. Both these methods ensure proper alignment and levels and have contributed to the overall quality and precision of the project."

Coordinating for timely deliveries, proper material storage, addressing discrepancies in drawings have been some of Anil's challenges at site. "Material delivery schedules have been streamlined by working closely with suppliers and vendors, along

*I feel reassured by the importance placed on the safety of people and workers with the right equipment, training, and processes in place to minimize risks and maintain a secure environment.*

with a system to track delivery progress," he shares his mitigation measures. Materials are securely stored in designated storage areas, and are easily accessible, with a clear inventory system, labelling materials, & colour coding that have minimized delays during installation. "To address drawing discrepancies, I communicate with the design team and work with the on-site engineers to confirm requirements to adjust plans accordingly," he states, adding that the Conquer App has reduced errors, while real-time tracking and documentation of inspection status have improved efficiency and communications.

Hailing from the holy town of Prayagraj in UP, Anil is married to Meera, a homemaker, and blessed with two children, Sanvi and Devansh. Passionate about yoga and running, he always finds time to pursue them and cherishes his time at the Kansbahal Works, taking care of structural fabrication work.







# PROUD TO BE IN THE COMPANY OF NATION BUILDERS

**P Shijith**  
Assistant Construction Manager (Mech), M&M SBG

“My seniors always encourage me, their guidance and motivation help me to take on challenges with confidence and continuously improve my skills.”

Proud to be in the company of nation-builders, P Shijith truly values the supportive role his seniors and team members at his various project sites have played in improving the quality of his work. “They always encourage me, their guidance and motivation help me to take on challenges with confidence and continuously improve my skills,” he says, adding that his colleagues play an equally crucial role by collaborating effectively to ensure smooth execution at site.

After working on 6 other projects at L&T including the Dhamara Port, Odisha, CHP Parsa Kente, Chhattisgarh, NTPL Tuticorin, Tamil Nadu, JSW Bellari, Karnataka, UAIL Tikiri and Vedanta Lanjigarh, both in Odisha, Shijith is delighted to be part of the Quality award-winning team at the 435 KTPA Aluminium Smelter Expansion Project for BALCO, and certainly liking what he is doing for he takes pride to talk more about his scope of work.

“For the modular erection of the structural panels for the Alumina Handling Conveying system, we pre-assembled and welded the structural panels on the ground for better weld quality and minimized risk of working at height,” he explains. “For critical erections, I prepared detailed schemes for both structural and equipment erection, to achieve optimal resource utilization and improved productivity.”

Routing the AHS conveyor through the operational area was a challenging exercise as it required a complete road shutdown for erection. “The entire process was carefully planned to align with the shutdown schedules, ensuring minimal disruption to ongoing operations, that helped to optimize time and resources too,

allowing us to execute efficiently within the available window,” he says, with a sense of purpose. “What also helped was continuous communication with the operations and shutdown teams that kept all of us aligned during the operation.” Digital tools like Conquer, Material NXT, Sheild, are strengthening the project team’s concerted effort to keep quality in top gear.

On his personal front, Shijith hails from Kerala, is married to Anju, a homemaker, and they are blessed with a daughter, Dhanvi. Apart from spending quality time with his young family, Shijith loves to watch videos on innovations and the latest technologies. He mentions that a critical erection of a 92 MT digester vessel at the UAIL Tikiri site was one of his most memorable moments.



# ZERO TOLERANCE TO DEVIATIONS

**Saurabh Kumar**  
Senior Engineer (Civil), M&M SBG

He is at his first project with L&T, the Quality award-winning 435 KTPA Aluminium Smelter Expansion project for BALCO at Korba, and Saurabh Kumar is a very happy and satisfied man, for it is their thrust on quality that has been instrumental for the project winning this recognition. “My goal is to achieve highest quality at site for I am constructing some of the most critical structures like the rectifier building,” he says seriously. “In busbars, we work with zero tolerances and deviation from drawings, maintaining high quality standards for structures like cable trenches, transformers, erection foundations and busbar columns.”

For a project leadership that puts so much emphasis on quality, Saurabh finds himself in the right place, as he shares some of the quality measures he follows at site. “Our regular inspections of the construction activities ensure compliance with approved plans and specifications and we develop and use quality control checklists to ensure that all construction activities are carried out to accepted quality standards.” He highlights that all material delivered at site are meticulously inspected to ensure that they meet the required standards and workers are continuously trained to maintain high standards of workmanship.

Speaking about challenges, Saurabh flags off the busbar column as a significant one due to its complexity and need for zero tolerance in casting. “Precise casting is to ensure seamless integration with the other components for which we use Auto Level,” he points out, adding that effective communication and coordination between him and the project team help to overcome challenges.



“My goal is to achieve highest quality at site for I am constructing some of the most critical structures like the rectifier building. In busbars, we work with zero tolerances and deviation from drawings, maintaining high quality standards for structures like cable trenches, transformers, erection foundations and busbar columns.”

Even as Saurabh is learning the ropes and developing as a construction professional, he acknowledges the vital role his seniors are playing in his growth. “From the day I joined the organization as a fresher, my seniors have guided me to develop my skills and knowledge to improve quality at site,” he says with an air of gratitude. There are no solo performers at a project site and Saurabh’s team members have been equally supportive and cooperative to help him achieve his goals.

Saurabh loves playing cricket during his free time and proudly shares that he captained the winning team that won the ECC Recreation Club Cricket Tournament held in Kansbhal, and somehow that is not surprising as he hails from Ranchi, Jharkhand, a place famous for another of its favourite sons, Mahendra Singh Dhoni. In life, Saurabh is still seeking a partner.





## ALWAYS GIVING QUALITY TOP PRIORITY

### Basanta Kumar Panigrahi

Senior Engineer (Civil), M&M SBG

Sharing his approach to drive quality, he cautions that prior to engaging workers in high-precision and critical equipment foundation jobs, it is critical to ensure their competency through skill assessments to minimize errors and rework. “We conduct regular discussions, training sessions, and interactive meetings with the workforce to reinforce quality requirements and best practices and have introduced a fortnightly inspection system to assess the condition of shuttering materials, for the timely segregation of damaged or substandard materials, to ensure consistent formwork quality,” he says.

To address the risk of working in a functioning plant, workers are given comprehensive safety training apart from ensuring stringent safety measures. Faced with limited working space for material handling and positioning of equipment, the team utilized specialized and customized equipment without compromising on efficiency or safety. “To control the high worker turnover that affects continuity and productivity, we have implemented worker-friendly methods to improve their morale and retain them longer,” he shares.

A native of Kamarangan in Odisha’s Bhadrak district, Basanta’s life partner is Kalpana, a homemaker, and Kirtiman and Swabhimani are their two sons. Reading and playing cricket are his favourite hobbies when he takes a break from driving quality.



“I successfully completed a critical shutdown job with top quality and safety in just 46 days instead of the scheduled 60 days, a truly memorable achievement,” exults Basanta Panigrahi, about his success at his present assignment at the Quality award-winning 435 KTPA Aluminium Smelter Expansion project for BALCO. Staying on matters of quality, he says that he has successfully executed the foundations for major RP equipment, including a Cold Rolling Mill, Pre-Heating Furnace, Tension Leveller, Annealing Furnace, Edge Trimming Line, and Slitting Line. “All these complex foundations were completed within the specified tolerance limits and handed over for erection without the need for rework,” he adds proudly.

*“We conduct regular discussions, training sessions, and interactive meetings with the workforce to reinforce quality requirements and best practices.”*

His first project with L&T, a company that he loves because of its excellent work culture, freedom to work, supportive management, and genuine care for its employees and their families, was the SAIL ISP Burnpur project where he gained foundational experience in quality management and execution. Thereafter, Basanta has been associated with major industrial projects, including the BSL Bhushan, Angul, Tata Steel, Kalinganagar, Bokaro Steel Plant, JSW Dolvi, and Vedanta, Lanjigarh. “Throughout my career, I have successfully handled many critical structures, ensuring precision, durability, and compliance with industry standards,” he says with resolve, adding that the guidance and timely decision-making of his seniors and his team members’ commitment to precision and adherence to best practices, have been key to consistently delivering high-quality work.



## COMMITTED TO MAINTAINING EXCELLENT QUALITY STANDARDS

### Bijan Maity

Engineer (Civil), M&M SBG

*“Receiving an appreciation letter from the CEO of BALCO (Vedanta) for completing 704 18.2 m tall precast columns for the POT line area, in time, on schedule, with nil safety observations demonstrates the precision, reliability, and consistency of our work and my commitment to excellence.”*

“Receiving an appreciation letter from the CEO of BALCO (Vedanta) for completing 704 numbers of 18.2 m tall precast columns for the POT line area, in time, on schedule, with nil safety observations is the most memorable moment in my life,” says an excited Bijan Maity. “This demonstrates the precision, reliability, and consistency of our work while the exceptional surface finish and reinforcement quality reflect my commitment to excellence and strict adherence to quality standards.”

At the BALCO site, Bijan’s responsibility is to precast the POT room and ventilation vault, drawing on his experience gained at the UAIL, Rayagada project, his first with L&T, where he was responsible for the civil execution of the PPT tank foundation, cooling tower, and storage silo. His revels in his association with L&T thus far acknowledging the organization’s transparent programs between the higher management and the execution representatives. “This open and structured approach fosters a sense of ownership, accountability, and efficiency, ultimately driving excellence in project execution,” he states wisely.

To ensure the dimensional accuracy, alignment, and surface finish of the 704 columns, Bijan and team implemented rigorous quality checks, optimized formwork designs, and used high-grade materials for shuttering and casting, closely monitoring the curing process to prevent cracks and ensure structural integrity. “We developed detailed marking templates and prefabricated jigs to accurately install the huge insert plates precisely oriented to meet the structural requirements apart from using laser alignment tools to maintain precision,” he shares.

By engaging experienced rigging teams, deploying high-capacity cranes, and following detailed lifting plans with proper load distribution and strict adherence to safety protocols, he has ensured the safe lifting and erection of all the columns. The team also conduct on-site skill development programs, provide hands-on training, and assign experienced supervisors to guide workers, ensuring improved productivity and quality.

The freedom to make decisions and a collaborative and user-friendly work environment have continually motivated Bijan to solve challenges effectively. At the same time, he is appreciative of the wholeheartedly cooperation and support he receives from all his seniors and departmental in-charges to complete his tasks to quality. “Their guidance and encouragement play a crucial role in my success,” he smiles with a thumbs up.

Hailing from Hindmotor, West Bengal, Bijan is married to Sucandra Santra, a working homemaker. To chill, he listens to music.







## LOVING THE FREEDOM TO LEARN AND ACT

### Sanjit Santra

Senior Foreman (Rigging), M&M SBG

*I have given an idea to design the lifting arrangements for the pot shell construction and precast column erection.*

What thrills him most about L&T is the freedom Sanjit Santra enjoys to learn and act that has helped him to execute several projects till date for the Company including the Blast Furnace, the Coke Oven and the Pilot Plant (all in Jamshedpur), the Blast Furnace-3 (in Vizag), the Blast Furnace-2 in Bokaro, Coke Oven in Kalinga Nagar, Coke Oven (in Dolvi), and the Fabrication Yard (at Kansbahal). Currently, he is working as Senior Rigging Foreman at the award-winning 435 KTPA Smelter Expansion Project for BALCO.

Pot shell assembly is one of the most difficult tasks in the project that calls for precision. The team has been mandated to build 304 pot shells, each weighing 56.607 MT, with rigorous specifications, that require a total weld length of 1.2 km per shell and a weld deposition of 0.8 MT, consisting of 507 detailed components. "I have given an idea to design the lifting arrangements for the pot shell construction and precast column erection," highlights a

visibly proud Sanjit. Precasting a total of 704 18-m columns each weighing 28 MT, is another tough assignment and quicker lifting arrangements are both reducing formwork costs and speeding up construction.

Another of Sanjit's challenges that he faced in the initial phase in the project was to tilt an assembled structure (21 x 5 m, 30 MT) with a tyre mounted crane. Referring to tech interventions, he mentions replacing the conventional bow shackle with a digital bow shackle.

A native of Jamshedpur, Jharkhand, Sanjit's better half is Baby Santra, a homemaker, and they are blessed with three children: Santanu, Sonu & Shiva. When he gets the chance, he likes to play football.

Sanjit considers the day he joined L&T as one of his happiest.



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



**Mr. Sudheer Kumar**, Engineer (Elec) (Kachchidargah Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil, VP & Head - Bridges BU, RBF SBG, TI IC



**Mr. Praveen Kumar Sivalingam**, Manager (P&M), receives his award from Mr. Vadde Venkatreddy, Cluster Project Manager - Andhra Pradesh & Telangana (B&F IC)



**Mr. Nallasivam R**, Manager – Mr. Kalaimani collects the award from Mr. Vadde Venkatreddy on behalf of Mr. Nallasivam



**Mr. Pranavnath M R**, Asst. Manager (P&M), receives his award from Mr. Vadde Venkatreddy



**Mr. Sandeep A V**, Sr. Construction Manager (Elec), receives his award from Mr. Vadde Venkatreddy



**Mr. Rajesh R**, Chargehand (P&M), receives his award from Mr. Vadde Venkatreddy



**Mr. Bussa Baburao**, Construction Manager (Civil), receives his award from Mr. Vadde Venkatreddy



**Mr. Janapala Gnaneshwar Rao**, Engineer (P&M), receives his award from Mr. Vadde Venkatreddy



**Mr. Ramadasu Santhoshkumar**, Asst. Manager (EHS), receives his award from Mr. Vadde Venkatreddy



**Mr. Balakrishnan R**, General Foreman (P&M), receives his award from Mr. Vadde Venkatreddy



**Mr. Aman Kumar**, Technician, receives his award from Mr. Vadde Venkatreddy



**Mr. Sunkara Rama Krishna**, Asst. Manager, receives his award from Mr. Vadde Venkatreddy



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## Celebrating Long Service

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



**Mr. S Ravi Baskar**, Head - Resources, HQ, receives his award from Mr. S V Desai, Whole-Time Director & Sr. EVP (Civil Infrastructure), Mr. A L Sekar, Advisor to CMD, HCI Business & Mr. R Anbalagan, EVP & Head - Heavy Civil



**Mr. Sudhir Kumar S**, Head - Erection - TFL, HSR-C4 (HCI), receives his award from Mr. G Vinod, Task Force Leader & Mr. Navneet Kaul, Head - Technical Services, MAHSR - C4 Package



**Mr. Mohanadasan G**, Sr. Manager (Accounts), receives his award from Mr. S V Desai



**Mr. Tamil Selvan P**, Sr. DGM - Operations & Contracts, receives his award from Mr. S V Desai, Whole-Time Director & Sr. EVP (Civil Infrastructure), Mr. A L Sekar, Advisor to CMD, HCI Business, Mr. R Anbalagan, EVP & Head - Heavy Civil



**Mr. Praveenkumar Shetty**, DGM (Elec), receives his award from Mr. S V Desai



**Mr. Murugan P**, Foreman (Millwright), receives his award from Mr. S V Desai



**Mr. Nilmoni Ghosh**, Sr. Manager (IR & Admin) - Sec-3, HSR-C4 (HCI), receives his award from Mr. G Vinod, Task Force Leader, & Mr. Navneet Kaul, Head - Technical Services, MAHSR - C4 Package



**Mr. Baneswar Thakurata**, Sr. DGM (P&M) (RBF SBG, TI IC), receives his award from Mr. Arghya Chattopadhyay, VP & Head - Roads & Runways (R&R) BU, RBF SBG, TI IC



**Mr. Ashok N**, Sr. DGM (Mech), O&M Athikadavu-Avinashi LIS, Tamil Nadu (WET IC), receives his award from Mr. E P Sajit, Sr. VP & Head - Water & Effluent Treatment IC



**Mr. Padmanabha Rao M**, Head - Buildings & Infrastructure (GCC Countries) & Head - Neom City Initiatives, receives his award from Mr. M V Satish, Advisor to CMD



**Mr. Chandran K**, General Foreman - Blasting - Sec-1, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Koti Reddy B V**, Project Manager - Sec-4, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Arghya Chattopadhyay**, VP & Head - Roads & Runways (R&R) BU (RBF SBG, TI IC), receives his award from Mr. Shrinath Rao, Sr. VP & IC Head - Transportation Infrastructure IC



**Mr. Anilkumar C H**, VP & Head - Resources & HR for Workmen (B&F), receives his award from Mr. Sthaladipti Saha, Sr. VP & IC Head - Buildings & Factories IC



**Dr. Krishna Nirmalya Sen**, Head - EHS (M&M), receives his award from Mr. D K Sen, Advisor to CMD (Development Projects, M&M, L&T-SuFin, L&T Spl Steel & Heavy Forgings, & L&T Aviation), Mr. T Kumaresan, EVP & Head - M&M, & Mr. Bino Mathew Jose, Head - Human Resources, M&M



**Mr. Udayakumar P**, Head - P&M, L&T GeoStructure, receives his award from Mr. R Ganesh, Head & Chief Executive, L&T GeoStructure



**Mr. Patil Sanjay Digambar**, VP & Head - Bridges BU (RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Subhasis Pal**, Sr. DGM - QA/QC (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil, VP & Head - Bridges BU, RBF SBG, TI IC



**Mr. Santosh Kumar Shukla**, Sr. DGM (Construction) (Dwarka Expressway Project Pkg 3, RBF SBG, TI IC), receives his award from Mr. K V Praveen, EVP & Head - Delhi International Airport Project





**Mr. Veni Shankar Tiwari**, Sr. DGM (Civil) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal, EVP & Head - RBF SBG, Transportation Infrastructure IC



**Mr. Pankaj Kumar**, DGM (Civil) (WDFCC CTP 14, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Viswanathan M**, DGM (Procurement) (Chennai Office, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. M Kumaran**, DGM (Accounts), HQ Chennai (WET IC), receives his award from Mr. E P Sajit



**Mr. Shanmugam S**, Segment Head - Smart Water Infrastructure (WET IC), receives his award from Mr. Giridharan S, EVP & Head - Irrigation, Industrial & Infrastructure SBG



**Mr. Koka Seshasai**, Head - Operations, LWS (S&E), Bhubaneswar (WET IC), receives his award from Mr. Giridharan S



**Mr. Santosh John Mathew P**, DGM (Civil) (Mumbai Office, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Satendra Kumar**, DGM (Civil) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Venkata Nagaraju K**, DGM (Accounts) (Mira Bhayander Dahisar Link Road Project (MDLRP), RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Suresha P S**, Head - QA/QC (RCF SBG), receives his award from Mr. Sthaladipti Saha, Sr. VP & IC Head - Buildings & Factories IC



**Mr. Elangovan A**, Chief Architect, receives his award from Mr. Sthaladipti Saha



**Mr. Ranjit Ghosh**, VP & Head - EDRC (M&M), receives his award from Mr. D K Sen, Advisor to CMD (Development Projects, M&M, L&T-SuFin, L&T Spl Steel & Heavy Forgings, & L&T Aviation), Mr. T Kumaresan, EVP & Head - M&M, & Mr. Bino Mathew Jose, Head - Human Resources, M&M



**Mr. Shio Kumar**, Sr. Manager (P&M) (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Pore Siddhanath Shivadas**, Sr. Manager (Accounts & Admn) (Mumbai Office, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Tapan Kumar Halder**, Supervisor (Elec), receives his award from Mr. Arun Kumar Singh, Cluster Operations Head - Kolkata Cluster (T&D), PT&D



**Mr. Muthuraj P**, Sr. DGM (Mech), (M&M), receives his award from Mr. T Kumaresan, Mr. Ashok Singhania, Segment Head - Minerals, Agglomeration & Adjacencies, & Mr. Shaik Jaleel, Project Director - HZL Project (M&M)



**Mr. Shaik Jaleel**, Project Director - HZL Project (M&M), receives his award from Mr. T Kumaresan, Mr. Ashok Singhania, Mr. Ranjit Ghosh, VP & Head - EDRC (M&M), & Mr. Mukesh Kumar, Project Director (M&M)



**Ms. Anila Manoharan**, Head - Dams & Bridges, L&T GeoStructure, receives her award from Mr. R Ganesh, Head & Chief Executive, L&T GeoStructure



**Mr. Alphonse A**, Project Manager (SS CMRL), receives his award from Mr. Sebastian Serafin M J, Segment Head - TL & SS (South & East), PT&D



**Mr. Vidhan Chandra Jha**, Head - Business Development (WWW SBG) & Regional Manager - Delhi Region & Faridabad Campus (WET IC), receives his award from Mr. E P Sajit, Sr. VP & Head - WET IC



**Mr. Parthasarathy K**, DGM (Accounts), HQ Chennai (WET IC), receives his award from Mr. E P Sajit



**Mr. Sudhakar R V**, Head - EHS, L&T GeoStructure, receives his award from Mr. R Ganesh



**Mr. J Ramesh**, Sr. DGM - ISD, L&T GeoStructure, receives his award from Mr. R Ganesh



**Mr. Chandran K R R**, VP - Special Initiatives, Divisional Corporate, receives his award from Mr. Ganesan R, Sr. VP & Head - Corporate Centre





**Mr. Gireshkumar K P**, Joint General Manager (Accounts), receives his award from Ms. Niranjana C, EVP & Head - Finance & Accounts, Divisional Corporate



**Mr. Narayanan V S**, Joint General Manager (Accounts), receives his award from Mr. Karthikeyan T V, EVP - Digital Finance (Infrastructure Segment), & Mr. Sridhar S, VP & Head - Centre of Excellence - Financial Accounting & Reporting



**Dr. Ravishankar M V**, Joint General Manager (Accounts), receives his award from Ms. Niranjana C



**Mr. Rama Krishna Raju M V**, VP & Head - Heavy Structures, receives his award from Mr. S V Desai, Whole-Time Director & Sr. EVP (Civil Infrastructure), Mr. A L Sekar, Advisor to CMD, HCI Business, Mr. R Anbalagan, EVP & Head - Heavy Civil



**Ms. Jayanthi S**, Sr. Manager (HR), receives her award from Mr. S V Desai & Mr. A L Sekar



**Mr. Suresh P**, DGM (Accounts), receives his award from Mr. Karthikeyan T V, Ms. Niranjana C, & Mr. Shivshankaran S G, Head - Treasury (Finance & Accounts)



**Mr. Venkatesan N**, DGM (Accounts), receives his award from Mr. Karthikeyan T V



**Mr. Malleswaran M**, DGM (Accounts), receives his award from Mr. Karthikeyan T V, Ms. Niranjana C, & Mr. Sridhar S



**Mr. Udayabhaskar Kanuparth**, Sr. DGM (Accounts), receives his award from Mr. S V Desai



**Mr. Sanjai Kumar Gupta**, Sr. Manager (P&M), receives his award from Mr. S V Desai



**Mr. Hariharan V**, Sr. Manager (Accounts), receives his award from Mr. S V Desai & Mr. Padmanabhan S, Head - F&A (UT SBG)

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**Mr. Sanjib Bachar**, Supervisor (P&M), receives his award from Mr. S V Desai & Mr. Rama Krishna Raju M V, VP & Head - Heavy Structures



**Mr. Ranjan Kumar Sahoo**, ISD Head - TFL, HSR-C4 (HCI), receives his award from Mr. G Vinod, Task Force Leader, & Mr. Navneet Kaul, Head - Technical Services, MAHSR - C4 Package



**Mr. Sumendu Dutta**, Project Control & Planning Head - TFL, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Manoj Kumar Binwal**, Sr. DGM - Sec-1, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Tiruvuri Srm Srinivas**, GM & Head - Coordination - TFL, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Dinabandhu Mondal**, Sr. Supervisor (P&M) - Sec-1, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul





**Mr. Rajesh Kumar Jha**, Project Director (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal, EVP & Head - RBF SBG, Transportation Infrastructure IC



**Mr. Sanjib Kumar Dutta**, GM & Head - SCM (RBF SBG, TI IC), receives his award from Mr. Shrinath Rao, Sr. VP & IC Head - Transportation Infrastructure IC



**Mr. Parikshit Kumar Guha**, Convenor - DFCC Project Closure Cell (RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Sagar Majillya**, DGM (P&M) (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Kausik Sengupta**, Sr. Construction Manager (Civil) (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Nitin Sood**, Sr. Manager (Accounts) (RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Amber H Nanavaty**, Head - Talent Management (TI IC), receives his award from Mr. Shrinath Rao



**Mr. Pradeep B**, Sr. DGM - Planning (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Patel Jayendrakumar Shantilal**, Project Manager (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Sudhakar R**, Sr. Construction Manager - Civil (KRIDE C2 Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Tridib Roy**, Sr. Construction Manager - Civil (KRIDE C2 Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Jatinder Singh**, Sr. Manager (Mech) - QMC (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Manish Prasad**, DGM (Mech) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Dhaval N Dekivadiya**, DGM (Finance, Accounts & Administration) (RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Kamal Kant**, DGM (Mech) - P&M (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen, EVP & Head - Delhi International Airport Project



**Mr. Annadurai C**, Sr. Manager (EHS) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Chaudhari Jayantibhai B**, Foreman (P&M) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Vivekanand Subhash Bandivadekar**, Sr. Supervisor - P&M (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Murali J**, DGM (Mines) (Chennai Office, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Atchuta Rao Siddanathi**, DGM (Elec) (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Soumadeep Das**, DGM - Civil (Shri Iswar Gupta Setu Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil, VP & Head - Bridges BU, RBF SBG, TI IC



**Mr. Mulla Muktar Ahamad Nijamuddin**, Sr. Supervisor - P&M (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Nandalal Chandra**, Cluster Operations Head - Kolkata Cluster (Designate), receives his award from Mr. Nitesh Arora, Head - Operations, T&D SBG (Domestic), PT&D



**Mr. Debasish Mukherjee**, Segment Head - RDSS (North & West), receives his award from Mr. Joji Sebastian, VP & Head - Transmission & Distribution (Domestic) SBG, PT&D





**Mr. Muruganantham T S**, Sr. Supervisor (Mechanical), receives his award from Mr. Arvind Kumar Srivastava, Segment Head - UPD North & West, & Mr. Debasish Mukherjee, Segment Head - RDSS (North & West), PT&D



**Mr. Natarajan J**, Manager - Administration, receives his award from Mr. Sathya Narayana R R, Project Director - DEWA VI Solar Project, Dubai (Renewables IC)



**Mr. Murali Mohan Murty A**, VP & Head - Urban Water & Water Management (WET IC), receives his award from Mr. E P Sajit, Sr. VP & Head - Water & Effluent Treatment IC



**Mr. Bhanu Pratap Raghuvansi**, Project Manager (Varanasi Tubewell Scheme - Package II), receives his award from Mr. Chandraeaswaran S, Head - Rural Water Supply (North), & Mr. Mukesh Kumar Singh, Head - Human Resources, WET IC



**Mr. Sivarama Krishnan P**, Sr. Manager (Civil) (Firozabad Package-2), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



**Mr. Vijoy Kumar Tiwary**, Manager (Accounts) (Ballia Water Supply Scheme), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



**Mr. Anil Sharma**, Head - Industrial Segment, Ahmedabad (WET IC), receives his award from Mr. E P Sajit



**Mr. Sudalaiyandi Saravanan**, Cluster Head (South) RWS, Bangalore (WET IC), receives his award from Mr. E P Sajit



**Mr. Dinesh Kumar**, Cluster Head (Gonda & Balrampur), Tubewell Cluster, Lucknow (WET IC), receives his award from Mr. E P Sajit



**Mr. Manoj Rout**, Head - Project Closures (East), receives his award from Mr. Giridharan S, Mr. Hariharan K, Head - Rural Water Supply (South & East), Mr. Mukesh Kumar Singh, & Ms. Subhashree Pradeep, Head - HR (Water & Wastewater SBG)



**Mr. Tapan Kumar Giri**, Sr. Construction Manager (Civil), receives his award from Mr. Giridharan S, Mr. Koka Seshasai, Head - Operations, Bhubaneswar Cluster LWS (S&E)



**Mr. Avijit Dey**, Sr. Supervisor (P&M) (MLIP Cluster XXII), Large Water Systems, receives his award from Mr. Giridharan S, Mr. Koka Seshasai, Mr. Mani S S, Mr. Mukesh Kumar Singh, & Ms. Malini Saravanan



**Mr. Ganeswaran R**, Foreman (Mech) - O&M, Chennai (WET IC), receives his award from Mr. E P Sajit



**Mr. Kingshuk Biswas**, Cluster Head (Bangalore), LWS (S&E) (WET IC), receives his award from Mr. Giridharan S, EVP & Head - Irrigation, Industrial, & Infrastructure SBG



**Mr. Mani S S**, Cluster Head - Bhubaneswar Cluster, LWS (S&E) (WET IC), receives his award from Mr. Giridharan S



**Mr. Janarthanan L**, Project Manager, receives his award from Mr. M V Satish, Advisor to CMD (B&F IC), Mr. Sthaladipti Saha, Sr. VP & IC Head - B&F IC, & Mr. N Namachivayam, VP & Head - Operations (HPA SBG)



**Mr. Penki Vidyasagar**, DGM (Civil), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha & Mr. N Namachivayam



**Mr. Anandan J**, Design Head - Health, receives his award from Mr. Sthaladipti Saha



**Mr. Venugopal Sunkara**, EHS In-charge (WWW O&M) (WET IC), receives his award from Mr. Giridharan S



**Mr. Kumaresan Dhatchinamoorthy**, Cluster Head (Jharkhand) - UW&WM BU (WET IC), receives his award from Mr. Murali Mohan Murty A, VP & Head - Urban Water & Water Management (WET IC)



**Mr. Sriram V**, Sr. Manager (Accounts), Bangalore (WET IC), receives his award from Mr. R Kumar, Head - Finance, Accounts, & Admin (WWW SBG, WET IC)



**Mr. Santanu Guha**, JGM (Civil), receives his award from Mr. Sthaladipti Saha



**Mr. Vishal Verma**, Head - P&M (PAF SBG), receives his award from Mr. Sthaladipti Saha



**Mr. Sathyanarayanan K G**, Head - Development Initiatives & Regional Manager - Chennai, receives his award from Mr. Karthikeyan T V, EVP - Digital Finance (Infrastructure Segment), & Ms. Niranjana C, EVP & Head - Finance & Accounts, Divisional Corporate





**Mr. Ganeshkumar P**, DGM (Civil), receives his award from Mr. G Ramasubbu, Chief Executive, L&T Oman LLC



**Mr. Nirmalya Barman**, Head - Mechanical & Process, EDRC (M&M), receives his award from Mr. D K Sen, Advisor to CMD (Development Projects, M&M, L&T-SuFin, L&T Spl Steel & Heavy Forgings, & L&T Aviation), Mr. T Kumaresan, EVP & Head - M&M, Mr. Ranjit Ghosh, VP & Head - EDRC (M&M), & Mr. Bino Mathew Jose, Head - Human Resources, M&M



**Mr. Sivasubramani E**, Head - QA/QC (M&M), receives his award from Mr. D K Sen, Mr. T Kumaresan, & Mr. Bino Mathew Jose



**Mr. Vogeti SriRamakrishna**, Joint GM (Contracts), receives his award from Mr. R Anbalagan, EVP & Head - Heavy Civil, Ms. K Bhavani, EVP & Head - UT SBG, Mr. Rama Krishna Raju M V, VP & Head - Heavy Structures, Mr. Tijo C Mathew, Head - Ports & Harbours Segment, Mr. Roy Kurien, VP & Head - Operational Services (HCI) & Mr. S Ramkishore, Head - HR, HCI IC



**Mr. Rajendra Kumar R**, Sr. Chief Engineering Manager (E&M), receives his award from Mr. R Anbalagan & Mr. Roy Kurien



**Mr. Duraiswamy D**, Assistant Foreman (P&M) (M&M), receives his award from Mr. Naciappan Shockalingam, Head - Plant & Machinery (M&M), & Mr. Pritam Sengupta, DGM (P&M)



**Mr. Tapas Sardar**, Foreman (P&M) (M&M), receives his award from Mr. Mukesh Kumar, Project Director (M&M)



**Mr. Balamurugan K**, Sr. Manager - Construction - Elec, L&T GeoStructure, receives his award from Mr. Maturu Rajasekhar Project Manager, PPA Breakwater, L&T GeoStructure



**Mr. Gopi Krishnan V**, DGM (Procurement), receives his award from Mr. R Anbalagan, Mr. Jayachandran S, Head - Supply Chain Management, & Mr. Roy Kurien



**Mr. Sivakumar M**, Sr. Manager (Formworks), receives his award from Ms. K Bhavani



**Mr. Sanjay Kumar Sinha**, Sr. Construction Manager (Civil), receives his award from Mr. R Anbalagan & Mr. Roy Kurien



**Mr. Annamalai T**, Senior IT Leader - Software Development, receives his award from Mr. Ganesan R, Sr. VP & Head - Corporate Centre



**Mr. Narayanan S**, Principal Manager - Software Development, receives his award from Mr. Ganesan R



**Ms. Jeyanthi J**, Senior Manager - Software Development, receives her award from Mr. Shanmugasundaram S, Head - Information Systems Department, & Mr. Ganesan R



**Mr. Rayi Srinivas**, Construction Manager (Mech), receives his award from Mr. Rama Krishna Raju M V



**Mr. Gnana Desigan M**, Manager (Civil), receives his award from Mr. Rama Krishna Raju M V & Mr. Roy Kurien



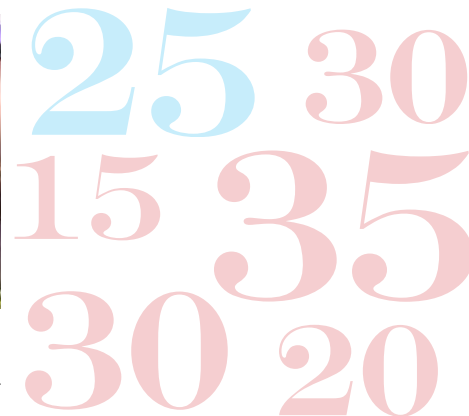
**Mr. Ramana Murthy V V**, Project Director - Sec-3, HSR-C4 (HCI), receives his award from Mr. G Vinod, Task Force Leader, & Mr. Navneet Kaul, Head - Technical Services, MAHSR - C4 Package



**Mr. Sunder T**, DGM (Accounts), receives his award from Ms. Niranjana C, EVP & Head - Finance & Accounts, Divisional Corporate



**Mr. Senthilmani R**, Sr. Manager (Accounts), receives his award from Ms. Niranjana C & Mr. Sridhar S, VP & Head - Centre of Excellence - Financial Accounting & Reporting



**Mr. Sunil Kalliath**, Head - Engineering & Construction Methods - TFL, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Pande Yogesh Sudheer**, Head - Construction Services - TFL, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Hifzur Rahman**, Construction Manager - Sec-3, HSR-C4 (HCI), receives his award from Mr. G Vinod





**Mr. Ranjith Kumar R**, JGM (Construction) (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen, EVP & Head - Delhi International Airport Project



**Mr. Nayudu Thatikayala R L**, Project Manager (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao, Sr. VP & IC Head - TI IC



**Mr. Kuldeep Singh Bhati**, DGM (Mines) (Mumbai Office, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Anand L R**, Sr. Manager (Accounts) (Maha Mumbai Influence Area - CIDCO, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. David Rajarajan J**, Manager (Mech) - P&M (Chennai Office, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Kumaresan R**, Manager (Elec) - QMC (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Sadasivuni Deviprasad**, Sr. DGM (QA/QC) (Mumbai Office, RBF SBG, TI IC), receives his award from Mr. R K Bansal, EVP & Head - RBF SBG, Transportation Infrastructure IC



**Mr. Sunirmal Kumar Giri**, DGM - Civil (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil, VP & Head - Bridges BU, RBF SBG, TI IC



**Mr. Pintu Kumar Karan**, DGM (Accounts) (RBF SBG, TI IC), receives his award from Mr. Arghya Chattopadhyay, VP & Head - Roads & Runways (R&R) BU, RBF SBG, TI IC



**Mr. Karthikeyan N**, Manager (Accounts) (Mumbai Office, TI IC), receives his award from Mr. R K Bansal



**Mr. Danny Terrance Elston**, Manager (Stores) (Dhubri Phulbhari Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Abdul Qayyum Ansari**, Sr. Supervisor, receives his award from Mr. Arvind Kumar Srivastava, Segment Head - UPD (North & West), & Mr. Debasish Mukherjee, Segment Head - RDSS (North & West), PT&D



**Mr. Asit Ghosh**, Sr. Construction Manager - Civil (Dhubri Phulbhari Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Ravindra Kumar Choudhary**, Sr. Construction Manager (Civil) (Kachchidargah Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Supriyo Roy**, Sr. Construction Manager (Civil) (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Dhanasekar S**, Sr. Draughtsperson (Elec) (PT&D), receives his award from Mr. Srinivasan S, EVP & Head - Engineering, PT&D



**Ms. Leelavathy B**, Sr. Draughtsperson (Civil) (PT&D), receives her award from Mr. Srinivasan S



**Mr. Bhadrachalam V Yugandhar**, Sr. Construction Manager (Elec) (PT&D), receives his award from Mr. Rajesh Kumar, Head - PT&D (Middle East 2)



**Ms. Renu Singhal**, Sr. Engineering Manager - Civil (EDFC CP 303, RBF SBG, TI IC), receives her award from Mr. K V Praveen



**Mr. Aneesh Kumar Sharma**, Sr. Construction Manager - Civil (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Suman Das**, Sr. Construction Manager - Civil (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao



**Mr. Debasish Choudhuri**, Project Manager (PT&D), receives his award from Mr. Rajesh Kumar



**Mr. Durgapada Kuity**, Sr. Manager - Admin (NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T, Head - Special Projects (International Renewables), & Mr. Manas Ranjan Panda, GM & Head - Finance (NGHC Project - Renewables IC)



**Mr. Dibyakanti Ghosh**, Sr. Construction Manager - Electrical (Grid SS/ EMPS Package, NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T & Mr. Dhanapal A, Task Force Leader (NGHC Project - Renewables IC)





**Mr. Sethuraman B**, DGM - Electrical (PV Solar Package, NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T & Mr. Dhanapal A



**Mr. V Lenin Kumar**, Sr. Manager - Stores (PV Solar Package, NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T & Mr. Manas Ranjan Panda



**Mr. Lab Kumar Nath**, Sr. Construction Manager - Mechanical (Wind BoP Package, NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T & Mr. Dhanapal A



**Mr. Kesavan N**, JGM (MEP), receives his award from Mr. Sthaladipti Saha



**Mr. Tadigotla Sasidhar**, JGM - Design (B&F Fast), receives his award from Mr. Sthaladipti Saha



**Mr. Nithyanand N**, Head - Initiative Health BU, receives his award from Mr. Sthaladipti Saha



**Mr. Abdul Hanif Khan**, Project Director, receives his award from Mr. P Rajesh Narayanan, Head - Renewables (Gulf 2 & Africa), & Mr. Bharathi Kumar S, Head - Renewables (Gulf 1)



**Mr. P Renganath**, Sr. Manager - Accounts, receives his award from Mr. P Rajesh Narayanan & Mr. Bharathi Kumar S



**Mr. Dhanushkodi K**, Cluster Head - Ranchi, LWS (S&E) (WET IC), receives his award from Mr. Giridharan S, EVP & Head - Irrigation, Industrial, & Infrastructure SBG



**Mr. Anoop V**, Sr. Principal Architect, receives his award from Mr. G Ramasubbu, Chief Executive, L&T Oman LLC



**Mr. Saikat Sengupta**, Sr. DGM (Mech) (M&M), receives his award from Mr. Ranjan Roy, Advisor (M&M)



**Mr. Sanjib Roy**, Chief Engineering Manager - Product Design (M&M), receives his award from Mr. Ranjit Ghosh, VP & Head - EDRC (M&M), Mr. Samir Bhattacharyya, Head - Mechanical & Utilities (M&M), Mr. Abhijit Ghosh, Head - Designs (Civil & Structural) (M&M), & Mr. Animesh Nandy, Head - Product Design (M&M)



**Mr. Dakshinamurthy V**, Cluster Head (South) - WW (WET IC), receives his award from Mr. Suresh K S, VP & Head - Rural Water Supply (Central & West) BU (WET IC)



**Ms. Charulatha Devanath**, Manager (Secretary) - WI (WET IC), receives her award from Mr. S C Satish, VP & Head - Water International BU



**Mr. Navin Kumar Garg**, Sr. Construction Manager (Civil) (Sitapur Tubewell Package II) (WET IC) receives his award from Mr. Chandraeaswaran S, Head - Rural Water Supply (North), & Mr. Mukesh Kumar Singh, Head - Human Resources, WET IC



**Mr. Aditya Sharma**, DGM (HR) (M&M), receives his award from Mr. Bino Mathew Jose, Head - Human Resources, Minerals & Metals



**Mr. Sanjoy Gorai**, Sr. Construction Manager (Mech) (M&M), receives his award from Mr. Angshu Bikash Das, VP & Head - Metals BU (Domestic) (M&M), Mr. Bhanu Pratap Singh, Task Force Leader (JSW Project), Dolvi (M&M), & Mr. Satyanarayan M, Project Manager - JSW Site, Dolvi (M&M)



**Mr. Gopinath M**, Head - Engineering, L&T GeoStructure, receives his award from Mr. R Ganesh, Head & Chief Executive, L&T GeoStructure



**Mr. Vikas Srivastava**, Asst. Manager (Civil) (Varanasi Tube Well Scheme - Package 3) (WET IC), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



**Mr. Mohan R**, Sr. Manager (Chemical) - QA&QC (Makeup Water & Ash Disposal System, NTPC (WET IC) (Talcher), receives his award from Mr. Giridharan S, Mr. Hariharan K, Head - Rural Water Supply (South & East), & Mr. Mukesh Kumar Singh



**Mr. Hariharan J**, General Manager (MEP Operations), receives his award from Mr. Sthaladipti Saha, Sr. VP & IC Head - Buildings & Factories IC



**Ms. Indumathi D**, Draughtsperson, L&T GeoStructure, receives her award from Mr. R Ganesh



**Mr. Shailesh Kumar**, Sr. Manager (Mines), L&T GeoStructure, receives his award from Mr. Maturu Rajasekhar Project Manager, PPA Breakwater, L&T GeoStructure



**Ms. Thiripurasundari M**, DGM - Finance & Accounts, receives her award from Mr. Karthikeyan T V, EVP - Digital Finance (Infrastructure Segment)





**Mr. Ram Kumar M**, Sr. Manager (Accounts), receives his award from Ms. Niranjana C, EVP & Head - Finance & Accounts, Divisional Corporate, & Mr. Shivshankaran S G, Head - Treasury (Finance & Accounts)



**Ms. Sujithira S**, Sr. Manager (Administration), receives her award from Mr. Karthikeyan T V & Ms. Niranjana C



**Mr. Hariharan B**, Manager (Materials), receives his award from Mr. Binaya Bhusan Mishra, EVP & Head - Supply Chain Management



**Mr. Durga Prakash D**, Sr. Manager (Systems), receives his award from Mr. Rama Krishna Raju M V & Mr. Rajagopal S, Head - ISD (Heavy Structures)



**Mr. Vasudevan K**, Construction Manager (Elec), receives his award from Mr. Rama Krishna Raju M V



**Mr. Maheshkumar G**, Construction Manager (Mech), receives his award from Mr. Rama Krishna Raju M V



**Mr. Srinatha Subba Rao V**, Head - Finance, Accounts, & Admin (HS), receives his award from Mr. R Anbalagan, EVP & Head - Heavy Civil, Ms. K Bhavani, EVP & Head - Urban Transit SBG, Mr. Rama Krishna Raju M V, VP & Head - Heavy Structures, Mr. Roy Kurien, VP & Head - Operational Services (HCI), & Mr. S Ramkishore, Head - HR, HCI IC



**Mr. Rakesh Kadarkarai J**, Chief Engineering Manager (Civil), receives his award from Mr. Rama Krishna Raju M V



**Mr. John Bosco S**, Manager (Elec), receives his award from Mr. Roy Kurien & Mr. Prasanta Kumar Ray, Head - Plant & Machinery (HCI IC)



**Mr. Shiv Saurabh Mishra**, Manager (QA/QC), receives his award from Mr. Roy Kurien & Mr. Rama Krishna Raju M V



**Mr. Mathivanan M**, Construction Manager (Elec), receives his award from Mr. Rama Krishna Raju M V



**Ms. Vasanthi G**, Sr. Manager (HR), receives her award from Ms. Uma Srinivasan, Head - Talent Management, & Mr. S Ramkishore, Head - HR, HCI IC



**Mr. Immanuel Jebadurai A**, Sr. Construction Manager (Civil), receives his award from Mr. Rama Krishna Raju M V



**Mr. Anil Kumar Rayal**, Sr. Construction Manager (Civil), receives his award from Mr. Rama Krishna Raju M V



**Mr. Ashok Kumar S**, Manager (Procurement), receives his award from Mr. Deepak Menon, Sr. DGM (Procurement), Mr. Jayachandran S, Head - Supply Chain Management, & Mr. Rama Krishna Raju M V



**Mr. Mohan**, Manager (P&M), receives his award from Mr. Prasanta Kumar Ray & Mr. Roy Kurien



**Mr. Patil Nilesh Jayant**, Asst. Construction Manager (Civil), receives his award from Mr. Roy Kurien



**Ms. Poongothai A**, Senior Manager (QA/QC), receives her award from Mr. R. Anbalagan, Mr. Srinivasan T, Head - Quality, & Mr. Rama Krishna Raju M V



**Mr. Kousik Kumar Dey**, Sr. Manager (Mines), receives his award from Mr. Rama Krishna Raju M V



**Mr. Mutta Papa Rao**, Sr. Manager (P&M), receives his award from Mr. Rama Krishna Raju M V



**Ms. Revathy A**, Asst. Manager (CAD), receives her award from Mr. K Senthilnathan, EVP & Head - Technical Services, & Mr. Mohana Sundaram T, Sr. Chief Engineering Manager (Civil) - Construction Methods



**Mr. Lala Mohan Sahu**, Asst. Foreman (Elec), receives his award from Mr. Rama Krishna Raju M V



**Mr. Jadhav Appa Jagannath**, Demonstrator, receives his award from Mr. K Senthilnathan





**Mr. Thangavel S**, Supervisor (P&M), receives his award from Mr. Rama Krishna Raju M V & Mr. Sanjai Kumar Gupta, Sr. Manager (P&M)



**Mr. Ponnusamy A**, Sr. Chargehand (P&M), receives his award from Mr. Rama Krishna Raju M V & Mr. Sanjai Kumar Gupta, Sr. Manager (P&M)



**Mr. Kidarilal Kushwaha**, Asst. Master Operator - Sec-1, HSR-C4 (HCI), receives his award from Mr. G Vinod, Task Force Leader, & Mr. Navneet Kaul, Head - Technical Services, MAHSR - C4 Package



**Mr. Sekhara Rao Arisetti C H**, Sr. DGM - EHS (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen, EVP & Head - Delhi International Airport Project



**Mr. Rajesh Sharma**, DGM - Civil (KRIDE C4 Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Manikandan B**, DGM - SCM (Chennai Office, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Sureshababu K D**, DGM - Civil - Sec-2, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Thirupathi G**, Asst. Construction Manager (Civil) - Sec-3, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Mohammad Salim**, Supervisor (P&M) - Sec-2, HSR-C4 (HCI), receives his award from Mr. G Vinod & Mr. Navneet Kaul



**Mr. Saurabh Gupta**, DGM (Elec) (WDFCC EMP 4, Railways SBG, TI IC), receives his award from Mr. Sasisekar S, Project Director - Western DFCC, EMP-4 Project



**Mr. Manikandan R**, DGM (Mech) (MAHSR P4(X) Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal, EVP & Head - RBF SBG, Transportation Infrastructure IC



**Ms. Sithara Chandran**, Chief Engineering Manager - Airside Design (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives her award from Mr. R K Bansal



**Mr. Aher Sham Deoba**, Sr. Construction Manager (Civil) (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. S V Desai, Whole-Time Director & Sr. EVP (Civil Infrastructure)



**Mr. Jaspal Singh Panesar**, Sr. Manager (Procurement) (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. S V Desai



**Mr. Sudarsan R**, Manager - EHS (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. S V Desai



**Mr. Vinod Kumar S**, DGM - P&M (Mumbai Office, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Brajendra Kumar Tiwari**, DGM - Civil (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil, VP & Head - Bridges BU, RBF SBG, TI IC



**Mr. Srinivasarao Vaskuri**, DGM (Civil) (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Fateh Singh Chouhan**, Asst. Construction Manager (Civil) (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. S V Desai



**Mr. Dewmanyu Sethi**, Assistant Manager (Mines) (Boghapuram International Airport Project, RBF SBG, TI IC), receives his award from Mr. S V Desai



**Mr. Kannan G**, Sr. Chief Engineering Manager - Highways (Chennai Office - EDRC/ CMPC, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam, Advisor, Special Projects, Infrastructure Business



**Mr. Varun Kumar N R**, Sr. Manager (Mech) - P&M (KRIDE C4 Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Chandan Kumar Upadhyay**, Sr. Construction Manager (Civil) (Mej-Indergarh Expressway, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Shuvankar Das**, Sr. Construction Manager (Civil) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal





**Ms. Nidhi Bhatt**, Sr. Manager (Human Resources) (WDFCC CTP 3R, RBF SBG, TI IC), receives her award from Mr. R K Bansal



**Mr. Pawan Jangid**, Sr. Manager (Systems) (MAHSR Pkg C6, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Chandan Bharti**, Sr. Construction Manager (Civil) (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Ravi Prakash Tripathi**, Sr. Construction Manager (Civil) (Kachchidargah Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Ms. Chitralekha Nath**, Sr. Construction Manager (Civil) (RBF SBG, TI IC), receives her award from Mr. Arghya Chattopadhyay



**Mr. Siva R**, Sr. Construction Manager (Civil) (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Binay Kumar Choudhary**, Sr. Manager (Tendering) (MECON Roundabout Flyover Project, RBF SBG, TI IC), receives his award from Mr. Arghya Chattopadhyay, VP & Head - Roads & Runways (R&R) BU, RBF SBG, TI IC



**Mr. Vikalp Awasthi**, Sr. Construction Manager - Civil (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Patel Mrugeshkumar Arunkumar**, Sr. Construction Manager - Civil (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Chandrashekhara B J**, Manager (P&M) (KRIDE C2 Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Shanmuga Sundaram S**, Manager (EHS) (Madras Peripheral Ring Road Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Sivakumar V**, Construction Manager (Civil) (Madras Peripheral Ring Road Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Mirza Sharik Beg Nijam Beg**, Sr. Construction Manager (Civil) (Mej-Indergarh Expressway, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Sumesh**, Sr. Construction Manager (Planning) (WDFCC CTP 3R, Railways SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Trivedi Mukesh Balvantray**, Sr. Manager - SCM (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Hariharan P**, Lead Engineering Manager - CMPC (Chennai Office - CMPC, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Santo Ghosh**, Manager (Systems) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Harpreet Singh**, Construction Manager (Civil) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Hemanta Bandyopadhyay**, Sr. Construction Manager - Civil (Maha Mumbai Influence Area - CIDCO, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Ananta Singha Ray**, Sr. Construction Manager (Civil) (Mumbai Monorail Project, Railways SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Jitendra Kumar**, Sr. Manager - Mining (Dhubri Phulbhari Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Dibyendu Kumar Das**, Construction Manager - Civil (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Shabir Raju Momin**, Construction Manager (Civil) (Mumbai Versova Dahisar Bridge Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Khadye Purushottam Gopal**, Construction Manager (Elec) (WDFCC EMP16, Railways SBG, TI IC), receives his award from Mr. R K Bansal





**Mr. Wakankar Ketan Sudhir**, Construction Manager (Civil) (Mumbai Nagpur Expressway O&M, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Gowri Shankar M M**, Manager (Procurement) (Mumbai Office, RBF SBG, TI IC), receives his award from Mr. Shrinath Rao, Sr. VP & IC Head - Transportation Infrastructure IC



**Mr. Indr Pal Singh**, Construction Manager (Civil) (EDFC CP 303, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Bipin Kumar Sharma**, Construction Manager (Civil) (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Ghawate Amol Laxman**, Construction Manager - Civil (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Kultar Singh**, Construction Manager (Civil) (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Kabish Patra**, Manager (Stores) (WDFCC CTP 3R - Railways SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Saravanan D**, Construction Manager (Civil) (Madras Peripheral Ring Road Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Dave Jigneshkumar Manikant**, Manager (Accounts) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Mali Rohit Appasaheb**, Construction Manager (Civil) (MMRC - 10C TRACKWORKS, Railways SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Kausik Das**, Construction Manager - Civil (Dhubri Phulbhari Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Chaudhari Narayan Chandrabhan**, Manager (Civil) (Kachchidargah Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Vinoth J**, Manager (Mech) - P&M (MAHSR Pkg C6, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Uday Chandra Prabhakar**, Manager (Industrial Relations) (Mej-Indergarh Expressway, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Mukesh Chand Sharma**, Manager (P&M) (Mej-Indergarh Expressway, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Subhankar Majumder**, Construction Manager - Civil (Kachchidargah Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Mathan R**, Construction Manager - Civil (Shri Iswar Gupta Setu Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Mailraj S Ramaiah**, Manager - Stores (EDFC CP 303, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Vaghasia Divyesh Chhaganlal**, Construction Manager (Civil) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Manjunatha K**, Manager - P&M (Mumbai Office, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Chiranth K C**, Manager (P&M) (Navi Mumbai International Airport Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Deeban Thangavelu**, Manager - Planning (RBF - Delhi, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Faizan Abdi**, Manager - Civil (RBF - Delhi, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Raman Kumar Pandey**, Manager (Mech) - P&M (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen





**Mr. Arun Kumar Ghosh**, Construction Manager - Civil (WDFCC CTP 14, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Kumar G N**, Assistant Manager (Accounts) (KRIDE C2 Project, RBF SBG, TI IC), receives his award from Mr. C Sankaralingam



**Mr. Shiv Ram**, Assistant Manager (P&M) (MAHSR Pkg C6, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Digamber Singh**, General Foreman (Survey) (Delhi International Airport Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Krishan Kumar**, Foreman (Dwarka Expressway Project Pkg 3, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Prajapati Kalpeshkumar Dahyabhai**, Sr. Supervisor - Survey (Dholera SIR - Road & Other Infra Works, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Naik Hemantkumar Thakorbhai**, Asst. Construction Manager - Civil (Maha Mumbai Influence Area, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Kanagaraj Anandhan**, Asst. Manager (Elec) (Mumbai Versova Dahisar Bridge Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Niranjana Ghosh**, Asst. Construction Manager (Civil) (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Surendra Palai**, Sr. Supervisor (CSTI - Chacharwadi - Ahmedabad, TI IC), receives his award from Mr. R K Bansal



**Mr. Samir Khan**, Foreman (Survey) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Ashwani Kumar**, Sr. Supervisor (Civil) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Kunal Biswas**, Asst. Construction Manager (Civil) (Shri Iswar Gupta Setu Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Kishor Chandra Pradhan**, Asst. Manager (QA/QC) (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Sanjeevaiah C S**, Asst. Manager (P&M) (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Indra Prakash Singh**, Sr. Chargehand - QA/QC (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Kishori Prasadd**, Sr. Chargehand (Civil) (Majirgaon Palasbari to Sualkuchi Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Gurdeep Singh**, Foreman - Rigging (MAHSR Pkg C6, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Pradeep**, Asst. Manager - QA/QC (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Sanjay Kumar Gupta**, Asst. Manager (Civil) (Dhubri Phulbhari Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Ms. Manjula S**, Sr. Engineer - CMPC (Chennai Office - CMPC, RBF SBG, TI IC), receives her award from Mr. C Sankaralingam



**Mr. Awadhesh Kumar Singh**, Supervisor (EHS) (Ghoshpukur Salsalabari Road Project, RBF SBG, TI IC), receives his award from Mr. Arghya Chattopadhyay



**Mr. Pijush Bala**, Sr. Chargehand (Carpentry) (Meerut-Aligarh-Ghaziabad Road Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Narayan Singh Rajput**, Asst. Master Operator (P&M) (WDFCC CTP 3R, Railways SBG, TI IC), receives his award from Mr. R K Bansal





**Mr. Dattatraya Trimbak Sutar**, Demonstrator (CSTI - Chacharwadi - Ahmedabad, TI IC), receives his award from Mr. R K Bansal



**Mr. Chavan Uttam Anaji**, Asst. Supervisor (P&M) (WDFCC CTP 3R, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Bipin Kumar Bhatt**, Sr. Chargehand (Civil) (Dhubri Phulbhari Bridge Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Anantharaman M**, Construction Manager (Elec), receives his award from Mr. Arvind Kumar Srivastava & Mr. Debasish Mukherjee



**Mr. Shankar R**, Supervisor (Erection), receives his award from Mr. Arvind Kumar Srivastava & Mr. Debasish Mukherjee



**Mr. Partha Sarathi Saha**, Construction Manager (Elec), receives his award from Mr. Arvind Kumar Srivastava & Mr. Debasish Mukherjee



**Mr. Raja R**, Asst. Supervisor (P&M) (Shri Iswar Gupta Setu Project, RBF SBG, TI IC), receives his award from Mr. Sanjay D Patil



**Mr. Kalash Tiwari**, Asst. Supervisor (P&M) (Meerut-Hapur-Ganga Expressway Project, RBF SBG, TI IC), receives his award from Mr. K V Praveen



**Mr. Pendhare Shrikant**, Chargehand (P&M) (CSTI - Ahmedabad, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Sandeep Gupta**, Sr. Construction Manager (Elec), receives his award from Mr. Arvind Kumar Srivastava, Mr. Debasish Mukherjee, & Mr. Satya Prakash, Segment Head - TL & SS (North & West), PT&D



**Mr. Harish Kumar Singh**, Manager (IR), receives his award from Mr. Arvind Kumar Srivastava, Mr. Debasish Mukherjee, & Mr. Satya Prakash



**Mr. Raman Jain**, Asst. Manager (Accounts), receives his award from Mr. Arvind Kumar Srivastava, Mr. Debasish Mukherjee, & Mr. Satya Prakash



**Mr. Sunil Kumar G**, Sr. Crusher Operator (Madras Peripheral Ring Road Project, RBF SBG, TI IC), receives his award from Mr. R K Bansal



**Mr. Samudi D**, Sr. Supervisor (Erection), receives his award from Mr. Arun Kumar Singh, Cluster Operations Head - Kolkata Cluster (T&D), PT&D



**Mr. Dipankar Chatterjee**, Manager (Accounts), receives his award from Mr. Subrata Dutta Gupta, Head - Operations (Bangladesh), PT&D



**Mr. Siddhartha Sankar Pradhan**, Cluster Accounts & Administration Manager (Kolkata Cluster), receives his award from Mr. Arvind Kumar Srivastava, Mr. Debasish Mukherjee, & Mr. Satya Prakash



**Ms. Poulami Banerjee**, Sr. Lead Engineering Manager - Civil (PT&D), receives her award from Mr. Srinivasan S, EVP & Head - Engineering, PT&D



**Mr. Rahul S Kumar**, Sr. Lead Engineering Manager - Civil (PT&D), receives his award from Mr. Srinivasan S



**Mr. Balaji S**, Project Manager (RGTL), receives his award from Mr. Subrata Dutta Gupta



**Mr. Ashish Raina**, Sr. Construction Manager (Elec), receives his award from Mr. Arvind Kumar Srivastava, Segment Head - UPD (North & West), & Mr. Debasish Mukherjee, Segment Head - RDSS (North & West), PT&D



**Mr. Tarapad Pramanik**, Asst. Manager (EHS), receives his award from Mr. Arvind Kumar Srivastava & Mr. Debasish Mukherjee



**Ms. Anjali N**, Sr. Lead Engineering Manager - Civil (PT&D), receives her award from Mr. Srinivasan S



**Ms. Sowmya Krishnan P**, Sr. Lead Engineering Manager - Civil (PT&D), receives her award from Mr. Srinivasan S



**Mr. Mohan R**, Asst. CAD Manager (PT&D), receives his award from Mr. Srinivasan S





**Ms. Priyadharsini T R**, Sr. Lead Engineering Manager - Civil (Renewables IC), receives her award from Mr. Srinivasan S



**Mr. Karthikeyan N**, DGM (Elec) - Tendering & Proposals - KSA, receives his award from Mr. Rajesh Kumar, Head - PT&D (Middle East 2)



**Mr. Anil Kumar Giri**, Sr. Construction Manager (Mech), receives his award from Mr. Rajesh Kumar



**Mr. Kalaisezhiyan P**, Asst. Manager - Stores (Grid OHTL Package, NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T & Mr. Dhanapal A



**Mr. M Venkatesh**, Sr. Manager - Planning, receives his award from Mr. P Rajesh Narayanan, Head - Renewables (Gulf 2 & Africa), & Mr. Bharathi Kumar S, Head - Renewables (Gulf 1)



**Mr. Vikash Shetty**, Project Director, receives his award from Mr. P Rajesh Narayanan & Mr. Bharathi Kumar S



**Mr. Antony Thomas**, Sr. Construction Manager (Elec), receives his award from Mr. Rajesh Kumar



**Mr. Suresh Chand Tiwari**, Asst. Manager (Accounts), receives his award from Mr. Rajesh Kumar & Mr. Rakesh Kumar Yadav, Country FA&A Head - PT&D ME BU, KSA



**Mr. Saminathan P**, Asst. Manager (Accounts), receives his award from Mr. Rajesh Kumar & Mr. Rakesh Kumar Yadav



**Mr. Mithilesh Kumar Verma**, Project Manager, receives his award from Mr. P Rajesh Narayanan & Mr. Bharathi Kumar S



**Mr. Rajesh R**, Sr. Construction Manager (Civil), receives his award from Mr. P Rajesh Narayanan



**Mr. Rudrabhatla V V N Kasi Viswanath**, Sr. Construction Manager (Mech) (WET IC), receives his award from Mr. E P Sajit, Sr. VP & Head - WET IC



**Mr. Samudi K**, Sr. Supervisor (Erection), receives his award from Mr. Rajesh Kumar



**Mr. Arun Marappa Poojary**, Asst. Manager (EHS), receives his award from Mr. Dhanapal A, Task Force Leader (NGHC Project - Renewables IC)



**Mr. Mathiyalakan R**, Sr. Engineering Manager (Civil), receives his award from Mr. Dhanapal A



**Mr. Pradeep T H**, Sr. Construction Manager (Civil), RWS (S&E), Chennai (WET IC), receives his award from Mr. Giridharan S, EVP & Head - Irrigation, Industrial, & Infrastructure SBG



**Mr. Anil Kumar Padiyan**, Sr. Manager (Civil) - III SBG (WET IC), receives his award from Mr. Giridharan S



**Mr. Kannan G**, Construction Manager (Civil), RWS (S&E) (WET IC), receives his award from Mr. Giridharan S



**Mr. Gopalkrishna Kamath S**, Sr. Engineering Manager (Elec), receives his award from Mr. Dhanapal A



**Mr. Satyanarayana Potula**, Sr. Manager - HR (NGHC Project NEOM - Renewables IC), receives his award from Mr. Amareswara Rao T, Head - Special Projects (International Renewables), & Mr. Dhanapal A



**Mr. Gnanasekaran C**, Supervisor - Erection (Grid OHTL Package, NGHC Project - Renewables IC), receives his award from Mr. Amareswara Rao T & Mr. Dhanapal A



**Mr. Magesh Kumar N**, Sr. Engineering Manager (Mech), EDRC - III SBG, Chennai (WET IC), receives his award from Mr. Giridharan S



**Mr. Marthanda Kumar R**, Construction Manager (Mech), RWS (S&E), Bangalore (WET IC), receives his award from Mr. Giridharan S



**Mr. Pradeep V**, DGM (Civil) - NBIC (WET IC), receives his award from Ms. Sudripta Misra, Head - EDRC, Water & Wastewater SBG (WET IC)





**Mr. Veerendrakumar Teki**, Sr. Lead Engineering Manager (Elec) (WET IC), receives his award from Ms. Sudipta Misra



**Mr. Kumaran K H**, BIM Manager, EDRC - WWW SBG, Chennai (WET IC), receives his award from Ms. Sudipta Misra



**Ms. Gracy L**, Manager (Secretary), LWS (S&E), Chennai (WET IC), receives her award from Mr. Dakshinamurthy S, VP & Head - LWS (S&E), III SBG



**Mr. Vinoth N**, Cluster Head - Bhubaneswar II, RWS (S&E), receives his award from Mr. Giridharan S, Mr. Hariharan K, Mr. Mukesh Kumar Singh, & Ms. Subhashree Pradeep



**Mr. Jayaraj V**, Construction Manager (Civil) (Jharsuguda WSP), receives his award from Mr. Giridharan S, Mr. Hariharan K, Mr. Vinoth N, Cluster Head - Bhubaneswar II RWS (S&E), Mr. Mukesh Kumar Singh, & Ms. Subhashree Pradeep



**Mr. Nalini Kanta Tripathy**, Asst. Manager (Stores) (Bargarh WSP), receives his award from Mr. Giridharan S, Mr. Hariharan K, Mr. Nagender P, Mr. Chakradhara Nayak, Sr. DGM (Accounts), Bhubaneswar Cluster, Mr. Mukesh Kumar Singh, & Ms. Subhashree Pradeep



**Ms. Arpita Mitra**, Asst. Engineering Manager (Architecture), EDRC - III SBG, Chennai (WET IC), receives her award from Mr. Venkatesh Rajagopal, Head - EDRC (I&D) (WET IC)



**Ms. Leelavathi S**, Asst. Manager - Admin, HQ Chennai (WET IC), receives her award from Mr. Srinivasan B, Head - Admin & IR (WET IC)



**Mr. Ramendra Singh**, Construction Manager (Civil) (Ballia WSS), receives his award from Mr. Chandraeaswaran S, Head - RWS (North), & Mr. Mukesh Kumar Singh, Head - HR, WET IC



**Mr. Sudarsan Mandal**, Asst. Supervisor (MLIP Cluster XXII), receives his award from Mr. Giridharan S, Mr. Koka Seshasai, Head - Operations, Bhubaneswar Cluster, LWS (S&E), Mr. Mani S S, Head - Bhubaneswar Cluster, LWS (S&E), Mr. Mukesh Kumar Singh, & Ms. Malini Saravanan, Head - HR (III SBG)



**Mr. Sauri Routaray**, Supervisor - QA&QC (MLIP Cluster XX), receives his award from Mr. Giridharan S, Mr. Koka Seshasai, Mr. Mani S S, Mr. Mukesh Kumar Singh, & Ms. Malini Saravanan



**Mr. Goutam Pal**, Supervisor (Civil) (Boudh & Kandhamal District WSP), receives his award from Mr. Giridharan S, Mr. Hariharan K, Mr. Nagender P, Mr. Mukesh Kumar Singh, & Ms. Subhashree Pradeep



**Mr. Sanjay Kumar**, Construction Manager (Mech) (Sitapur Tubewell Package II), receives his award from Mr. Chandraeaswaran S



**Mr. Senthil Raman K**, Asst. Construction Manager (Civil) (Firozabad Package-2), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



**Mr. Praveen Chandra Dubey**, Asst. Construction Manager (Mech) (Varanasi Tube Well Scheme - Package 3), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



**Mr. Tarapada Bhunia**, Asst. Supervisor (Civil) - Formwork (MLIP Cluster XX), receives his award from Mr. Giridharan S, Mr. Koka Seshasai, Mr. Mani S S, Mr. Mukesh Kumar Singh, & Ms. Malini Saravanan



**Mr. Ramanarayana Rao N**, DGM (Civil), receives his award from Mr. M V Satish, Advisor to CMD (B&F IC), Mr. Sthaladipti Saha, Sr. VP & IC Head - B&F IC, & Mr. N Namachivayam, VP & Head - Operations (HPA SBG)



**Mr. Anandan S**, Construction Manager (Mech), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha, & Mr. N Namachivayam



**Mr. Afshar Hossain**, Asst. Construction Manager (Mech) (Firozabad Package-2), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



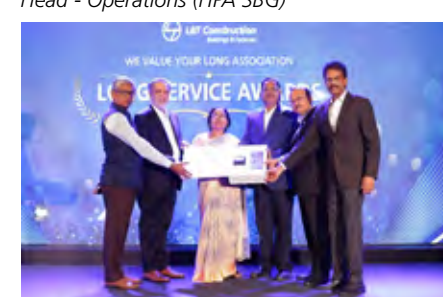
**Mr. Gaikwad Ganesh Sopan**, Sr. Supervisor (Civil) (Silauta-Mustakil & Chandi-Bangar WSS, Chitrakoot), receives his award from Mr. Chandraeaswaran S & Mr. Mukesh Kumar Singh



**Mr. Ramesh A**, Construction Manager (Civil) (Mayurbhanj WSP) receives his award from Mr. Giridharan S, Mr. Hariharan K, Head - RWS (S&E), Mr. Nagender P, Cluster Head - Bhubaneswar I, RWS South, Mr. Mukesh Kumar Singh, & Ms. Subhashree Pradeep, Head - HR (WWW SBG)



**Mr. Johnson Immanuel S**, Sr. Construction Manager (Civil), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha, & Mr. N Namachivayam



**Mr. Raut Bhagawan Govindrao**, Sr. Manager (Accounts) receives his award from Mr. M V Satish, Mr. Sthaladipti Saha, & Mr. N Namachivayam



**Mr. Nagarajan V**, Sr. Construction Manager (Mech), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha, & Mr. N Namachivayam





**Mr. Anurag Singh, DGM (Civil),** receives his award from Mr. M V Satish, Mr. Sthaladipti Saha, & Mr. N Namachivayam



**Mr. Jason Vinod Kumar V, DGM (Civil),** receives his award from Mr. M V Satish, Mr. Sthaladipti Saha, & Mr. N Namachivayam



**Mr. Srinivasan P,** Construction Manager (Mech), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha & Mr. N Namachivayam



**Mr. Krishna Kumar B,** Manager (Accounts), receives his award from Mr. G Ramasubbu



**Mr. Jitendra Kumar,** Sr. Manager (Mech), receives his award from Mr. G Ramasubbu



**Mr. Jayanta Kumar Das,** Sr. Construction Manager (Civil), receives his award from Mr. G Ramasubbu



**Mr. Santhosh Kumar Pentakota,** Construction Manager (Mech), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha & Mr. N Namachivayam



**Mr. Rajesh A,** Sr. Construction Manager (Civil), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha & Mr. N Namachivayam



**Mr. Kishor Kumar Das,** Sr. Construction Manager (Civil), receives his award from Mr. M V Satish, Mr. Sthaladipti Saha & Mr. N Namachivayam



**Mr. Shammim Ansari,** Draughtsperson (Civil), receives his award from Mr. G Ramasubbu



**Mr. Santanu Mitra,** Construction Manager (Civil) (M&M), receives his award from Mr. Saikat Sengupta, Sr. DGM (Mech) (M&M), & Mr. Ranjan Roy, Advisor (M&M)



**Mr. Prolay Chakraborty,** Manager (Materials) (M&M), receives his award from Mr. Vidyanand Kumar, Head - Supply Chain Management (M&M), & Mr. Ashis Chatterjee, Sr. DGM (Mech) (M&M)



**Mr. Ramesh N,** JGM - MEP Procurement, receives his award from Mr. Sthaladipti Saha



**Mr. T Jegan,** Sr. Construction Manager, receives his award from Mr. G Ramasubbu, Chief Executive, L&T Oman LLC



**Mr. Sakthivel S,** Foreman (P&M), receives his award from Mr. G Ramasubbu



**Mr. Pradip Dey,** Sr. Manager - Elec (QA/QC) (M&M), receives his award from Mr. Angshu Bikash Das, VP & Head - Metals BU (Domestic) (M&M), & Mr. Sivasubramani E, Head - QA/QC (M&M)



**Mr. Mridul Mitra,** Sr. Manager - Mech (QA & QC) (M&M), receives his award from Mr. Angshu Bikash Das & Mr. Sivasubramani E



**Mr. Suman Banik,** Engineering Manager (Mech) (M&M), receives his award from Mr. Ranjit Ghosh, VP & Head - EDRC (M&M), Mr. Samir Bhattacharyya, Head - Mechanical & Utilities (M&M), Mr. Abhijit Ghosh, Head - Designs (Civil & Structural) (M&M), & Mr. Animesh Nandy, Head - Product Design (M&M)



**Mr. Elumalai M G,** Foreman (Civil), receives his award from Mr. G Ramasubbu



**Mr. Jacob George,** Foreman (Civil), receives his award from Mr. G Ramasubbu



**Mr. Vinesh Kumar,** Asst. Officer - Draughtsman (Civil), receives his award from Mr. G Ramasubbu



**Mr. Siddhartha Sadhu,** Sr. Manager (Accounts) (M&M), receives his award from Ms. Rashmi Choudhury, Head - Finance, Accounts & Admin (M&M), & Mr. Rinku Goyal, DGM (Accounts) (M&M)



**Mr. Shidhendu Bose,** Asst. Manager (Accounts) (M&M), receives his award from Ms. Rashmi Choudhury & Mr. Rinku Goyal



**Mr. Subrata Gayen,** Engineering Manager (Mech) (M&M), receives his award from Mr. Ranjit Ghosh, Mr. Samir Bhattacharyya, & Mr. Kousik Bhattacharja, JGM & Head - Fluid Systems (M&M)





**Mr. Anupam Mitra**, Manager (Civil) (M&M), receives his award from Mr. Ranjit Ghosh, Mr. Abhijit Ghosh, & Mr. Paramartha Som, Sr. DGM (Construction Methods) (M&M)



**Mr. Abishek Gupta**, Project Manager (Civil) (M&M), receives his award from Mr. Ashok Singhania, Segment Head - Minerals, Agglomeration, & Adjacencies (M&M), & Mr. Muthuraj P, Sr. DGM (Mech) (M&M)



**Ms. Shrabani Bhattacharya**, Manager (Electrical) (M&M), receives her award from Mr. Angshu Bikash Das & Mr. Hare Ram, Segment Head - Ferrous (Domestic) (M&M)



**Mr. Phani Kumar Khandavalli**, Manager (P&M) (M&M), receives his award from Mr. Angshu Bikash Das, Mr. Bhanu Pratap Singh, & Mr. Satyanarayan M



**Mr. Nannavare Rajendra Sitaram**, Sr. Mechanic (M&M), receives his award from Mr. Angshu Bikash Das, Mr. Bhanu Pratap Singh, & Mr. Satyanarayan M



**Mr. Arup Dutta**, Asst. Construction Manager (Mech) (M&M), receives his award from Mr. Umasathiyar R, Project Director - JVML, Bellary Project (M&M)



**Mr. Sumit Gupta**, Sr. Manager (Mech) (M&M), receives his award from Mr. Angshu Bikash Das & Mr. Hare Ram



**Mr. Krishnakumar M**, Sr. Charge Hand (M&M), receives his award from Mr. Prasanta Tikadar, Project Director - Kalinganagar Project (M&M)



**Mr. Sarvesh Singh Bhadoria**, Asst. Manager (Service) (M&M), receives his award from Mr. Sanjay Saha, Project Manager - BALCO Project, Korba (M&M)



**Mr. Dinesh Kumar**, Sr. Supervisor (EHS) (M&M), receives his award from Mr. Umasathiyar R



**Mr. Pallab Mondal**, Construction Manager (Mech) (M&M), receives his award from Mr. Umasathiyar R



**Mr. Srinath C**, Sr. Construction Manager (Mech) (M&M), receives his award from Mr. Umasathiyar R



**Mr. Subimal Dutta**, Construction Manager (Mech) (M&M), receives his award from Mr. Mukesh Kumar, Project Director (M&M)



**Mr. Mariappan P**, Asst. Manager - Mech (QA & QC) (M&M), receives his award from Mr. Subramanian A R, Sr. Construction Manager (Mech) (M&M)



**Mr. Subhasish Sarkar**, Construction Manager (Civil) (M&M), receives his award from Mr. Prasanta Tikadar



**Mr. Swagath H**, Manager (EHS) (M&M), receives his award from Mr. Umasathiyar R



**Mr. Soumendra Prasad Mohanty**, Asst. Construction Manager (Elec) (M&M), receives his award from Mr. Choudhury Nayanendu Prasad Padhi, Resident Project Manager (M&M)



**Mr. Jaydeep Das**, Manager (Mech) (M&M), receives his award from Mr. Vidyand Kumar, Head - Supply Chain Management (M&M), & Mr. Ashis Chatterjee, Sr. DGM (Mech)



**Mr. Uttam Kumar Mahala**, Construction Manager (Mech) (M&M), receives his award from Mr. Angshu Bikash Das, Mr. Bhanu Pratap Singh, Task Force Leader (JSW Project), Dolvi (M&M), & Mr. Satyanarayan M, Project Manager - JSW Site, Dolvi (M&M)



**Mr. Kaushik Saha**, Manager - Civil (QA & QC) (M&M), receives his award from Mr. Angshu Bikash Das, Mr. Bhanu Pratap Singh, & Mr. Satyanarayan M



**Mr. Karthick M**, Asst. Construction Manager (Mech) (M&M), receives his award from Mr. Angshu Bikash Das, Mr. Bhanu Pratap Singh, & Mr. Satyanarayan M



**Mr. Shamik Sanyal**, Sr. Manager - Business Development (M&M), receives his award from Mr. Brahma Nand Arora, Head - Product BU (M&M) Mr. Sanjib Roy, Chief Engineering Manager - Product Design (M&M), & Mr. Subhagit Rakshit, DGM (Business Development - Port Cranes) (M&M)



**Mr. Satyanarayana V**, Head - Value Realization Cell, receives his award from Mr. Ganesan R, Sr. VP & Head - Corporate Centre, & Mr. Binaya Bhusan Mishra, EVP & Head - Supply Chain Management



**Mr. Rajan S V**, Sr. Manager (Materials), receives his award from Mr. Binaya Bhusan Mishra





**Mr. Babu Koteswaran**, Principal Manager - IT Infra, receives his award from Mr. Ganesan R & Mr. Shanmugasundaram S, Head - Information Systems Department



**Mr. Krishnakumar A L S**, Principal Team Lead - Automation Testing, receives his award from Mr. Shanmugasundaram S



**Ms. Anojaa S**, Principal Team Lead - Software Development, receives her award from Mr. Ganesan R & Mr. Shanmugasundaram S



**Mr. Baiju George**, Asst. Manager (Catering), receives his award from Ms. Niranjana C



**Mr. Mohan Babu E**, Manager (HR), receives his award from Mr. Kabilan Jayathungan & Mr. Srinivasan P, Joint General Manager (Human Resources), Divisional Corporate



**Ms. Akshaya Sachin Badadhe**, Asst. Manager (Civil), receives her award from Mr. Ashish Krishna Patil, VP & Head - Common Procurement Hub (CPH)



**Mr. Tamilselvan K**, Team Lead - IT Infra, receives his award from Mr. Ganesan R & Mr. Shanmugasundaram S



**Ms. Devi Priya S**, Team Lead - Software Development, receives her award from Mr. Shanmugasundaram S



**Mr. Hari Krishnan G**, Team Lead - DB Administration, receives his award from Mr. Shanmugasundaram S



**Mr. Tejaswi J Hegde**, Sr. Manager (Materials), receives his award from Mr. Venkatesh C A, JGM & Head - Special Initiatives



**Mr. Tottadi Rama Chandra Sekhar**, Manager - P&M, receives his award from Mr. Kasiraja V, VP & Head - Plant & Machinery, Special Projects & Construction Methods



**Mr. Sree Ramvel V**, Manager (Accounts), receives his award from Mr. Karthikeyan T V, EVP - Digital Finance (Infrastructure Segment), & Ms. Niranjana C, EVP & Head - Finance & Accounts, Divisional Corporate



**Mr. Xaviour Vincent E**, Manager (Accounts), receives his award from Ms. Niranjana C & Mr. Sridhar S, VP & Head - Centre of Excellence - Financial Accounting & Reporting



**Mr. Nithin Kumar**, Asst. Manager (Accounts), receives his award from Mr. Sridhar S



**Mr. Karthick S P**, Asst. Manager (Insurance), receives his award from Ms. Niranjana C & Mr. Karthikeyan T V



**Mr. Senthil Kumar M**, Principal Team Lead - Software Development, receives his award from Mr. Kabilan Jayathungan, VP & Head - Human Resources, Divisional Corporate, & Mr. Shanmugasundaram S







# *An Ode to Working Women*

*Raging storm plucking limbs,  
Raking waves tearing at roots,  
Standing alone yet in defiance,  
Salute I, your perseverance!*

*Working hard nine to five,  
Adding more as dutiful wife,  
Standing alone bearing load,  
Salute I, your fortitude!*

*Outside world knocks you around,  
Inside home deepens the wound,  
Beside you, owning nothing nice,  
Salute I, your sacrifice!*

*Wings you have, do stretch out!  
Being talented, do reach out!  
Aim high and don't you fear!  
Fly my friend, fly my dear!*

*– A L Sekar  
Advisor to CMD,  
HCI Business*

Edited by Vinod Jacob Chacko for L&T Construction from L&T Construction Headquarters, Manapakkam, Chennai - 600 089.

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