WAPCOS LTD.

76-C, Institutional Area, Sector-18, Gurugram - 122015
(A Government of India Undertaking)

No. 7/480/HR/2025/4

Dated: 15.10.2025

CIRCULAR

As part of streamlining, the appointment / extension / optimum utilisation and remuneration to be paid to the consultants, experts, contract consolidated and contract payscale employees is under review at the management level. In the meantime, it is requested that all CEDs / SEDs / SGMs / HoDs shall undertake critical review on the above lines and assess ineffective manpower, if any, while ensuring smooth operations of the respective projects.

It is advised that the outcome of the said review with specific details in respect of scope of

works, deliverables and timelines etc. may be prepared.

The CEDs / SEDs are requested to complete the review and send the requisite information, as per enclosed format (Refer Annexure-I, II & III) in an editable excel format and their recommendations at san@wapcos.co.in by 20.10.2025.

This issues with the approval of the competent authority.

For WAPCOS Ltd.,

(Amitabh Tripathi) Director (Comm. & HRD)

Copy to:

- ➤ All CEDs/SEDs/SGMs/HoDs
- GM (HR) / CM (HR) / DCM (HR)
- > GM (IT) for uploading on Company's Website
- ➤ All Field Offices in India and Abroad
- > EO to CMD- for kind information please.
- ➤ Hindi Section: for Hindi Version
- Notice Boards

Manpower Information regarding Consultancy Projects in INDIA

| ivision roject Nan | | | | | | | | | | | |
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| Birth A. St. Switz | de (H-****) | - | | | | | | | | | |
| oject Loc | eation (State) | | | | | | | | | | |
| nsultancy | y value in INR (in Cr) | | | | | | | | | | |
| ysical pro | ogress of the Project (%) | | | | | | | | | | |
| oject Con | mpletion Date (dd/mm/yyyy) | | | | | | | | | | |
| oject Exte | ension in pipeline (dd/mm/yyyy) | | | | | | | | | | |
| S.No. | Name of the Employee | Designation | Type of employee (Consultant / Contract Consolidated Contract Payscale) | Specific Scope of work / Deliverables | Reimbursable (Yes / No) | Reimbursable Amount (if applicable) | Gross Remuneration / Gross Salary / Scale (per month) | Can the duty assigned be effectively handled by another employee (If no - Give reasons If yes - Give name of the employee | Further Extension Required (Yes / No) | Justification for service continuation | Remarks (if any) |
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Manpower Information regarding Construction Projects in INDIA

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| ject Nam | e | | | | | | | | | | |
| oject Cod | e (C-****) | | | | | | | | | | |
| oject Loca | ition (State) | | | | | | | | | | |
| nsultancy | value in INR (in Cr) | 100 | | | | | | | | | |
| | Cal. D. i. at (D/) | | | | | | | | | | |
| ysical pro | gress of the Project (%) | | | | | | | | | | |
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| ject Exte | nsion in pipeline (dd/mm/yyyy) | | | | | | | | | | |
| i.No. | Name of the Employee | Designation | Type of employee (Consultant / Contract Consolidated Contract Payscale) | Specific Scope of work/ Deliverables | Reimbursab le Yes / No | Reimbursab le Amount (if applicable) | Gross Remuneration / Gross Salary / Scale (per month) | Can the duty assigned be effectively handled by another employee (If no - Give reasons If yes - Give name of the employee | Further Extension Required Yes / No | Justification for service continuation | Remarks (if any) |
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Manpower Information regarding Consultancy Projects Abroad

| roject Loca | e (F.****) stion (Country) value in Million USD | | | | | | | | | | |
|-------------|---|-------------|--|---|------------------------------|--|---|--|--|--|------------------|
| roject Con | gress of the Project (%) upletion Date (dd/mm/yyyy) ension in pipeline (dd/mm/yyyy) | | | | | | | | | | |
| S.No. | Name of the Employee | Designation | Type of employee (Consultant / Contract Consolidated Contract Payscale) | Specific Scope of work / Deliverables | Reimbursabl e Yes / No | Reimbursabl e Amount (if applicable) | Gross Remuneration / Gross Salary / Scale (per month) | Can the duty assigned be effectively handled by another employee (Yes / No) | Further Extension Required Yes / No | Justification for service continuation | Remarks (if any) |
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