



William Carey University

Shillong - Meghalaya - India

Estd. in 2005 Under Section 2(f) of UGC Act 1956

Enrollment No. W0005ETA191001955

This is to Certify that

KUMAR GAURAV

has been Awarded the degree of

BACHELOR OF TECHNOLOGY (CIVIL ENGINEERING)

(REGULAR)

For having duly completed the prescribed

Requirements with First Division in

JUN- 2010

Given under the seal of the university on the

12th day of April 2011



Vice Chancellor



William Carey University

Shillong - Meghalaya - India

Estd in 2005 Under Section 2(f) of UGC Act 1956

STATEMENT OF MARKS BACHELOR OF TECHNOLOGY (CIVIL ENGINEERING)

SEMESTER EXAMINATION: JUN-2010

NAME OF STUDENT : KUMAR GAURAV
FATHER'S NAME : RAMASHRY PRASAD
MOTHER'S NAME : SUSHILA DEVI

ENROLLMENT NO. : W0005ETA191001955
ROLL NO. : WOET01A1911955
SEMESTER : B

Subject Code	Subject Name	Maximum Marks			Marks Obtained			Total	Result
		Internal	External	Total	Internal	External	Total		
BTFCE801	GEOTECHNICAL ENGINEERING II	40	60	100	24	48	72	P	P
BTFCE802	ADVANCE FOUNDATION	40	60	100	20	48	68	P	P
BTFCE803	CONSTRUCTION MANAGEMENT	40	60	100	22	44	66	P	P
BTFCE804	GEOTECHNICAL ENGINEERING LAB II	40	60	100	26	42	68	P	P
BTFCE805	DESIGN OF FOUNDATION LAB	40	60	100	30	48	78	P	P
BTFCE806	MAJOR SEMINAR	40	60	100	27	46	73	P	P
BTFCE807	PROJECT STAGE-II	40	60	100	26	45	71	P	P
BTFCE808	INTERNSHIP TRAINING	40	60	100	29	47	76	P	P
		TOTAL		320	480	800	204	368	572

SEMESTER	FIRST	SECOND	THIRD	FOURTH	FIFTH	SIXTH	SEVENTH	EIGHTH	GRAND TOTAL
MAX MARKS	1000	1000	1000	1000	900	900	900	800	5181/7500
TOTAL MARKS	686	688	709	702	601	613	610	572	
REMARK	71.5%	PERCENTAGE		69.08%	RESULT			1st DIV.	

Date of Issue: 13-Sep-2010


Controller (Exam.)
WCU

Checked By: (1)  (2) 

REGISTRAR / CONTROLLER OF EXAMINATIONS



Associated Power Structures Private Limited

Date: 31.03.2024

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Kumar Gaurav was working with our organization as Dy. Manager-Project, in Transmission Project Department on 05.12.2023. His service period was from 20.11.2015 to 05.12.2023.

He has resigned of his own accord and his resignation has been accepted.

He was relieved from the services of our organization with effect from 06.12.2023 after close of working hours.

We wish him all success for his future Endeavour's.

For Associated power Structures Pvt. Ltd.

BRIJESH SINGH
SR. MANAGER- PROJECTS

12 December 2024

Private & Confidential

Kumar Gaurav
Power Transmission
Employee Code: BJL100068

Dear Kumar Gaurav,

New Band & Grade Structure

As you are aware, to align our job roles, grade structure, and compensation framework with EPC industry standards, we rolled out Job Evaluation & Compensation Benchmarking exercise in August 2024.

We are pleased to announce that the exercise is complete, and we are rolling out new Band & Grade Structure aligned with the updated organization design basis the outcome of the Job Evaluation exercise.

Accordingly, effective 01 December 2024, you will be designated as **Manager - Projects**, Band - **D**, Grade – **D4**.

Further, you will also receive a one-time market adjustment based on the compensation benchmarking conducted (basis job evaluation results) to ensure that our compensation remains competitive within the industry and for internal parity. You will receive the one-time adjustment as per the following:

One time Market Adjustment (INR)	%age increase in Total Cost to Company (CTC)	Effective From
527,996/-	46.60%	01 December 2024

Kindly refer to enclosed Annexure - A for complete compensation break up.

We look forward to your unwavering commitment and our continued cooperation in the future in achieving the milestone we set on our journey to making Bajel Projects a world class organization guided by our principles of Integrity, Collaboration, Courage, Commercial Mindset, and Ownership.

All other terms and conditions of your employment, as stipulated in your appointment letter or subsequent modifications thereof, remain unchanged.

For Bajel Projects Limited



Nawin Chandra
CHRO & Head – IR, CSA & CSR

Confidentiality: The content of this letter and your compensation package are unique to you. Any discussion or disclosure of your compensation details with anybody other than your Reporting Manager or BU / Function Head and Corporate HR will be considered as breach of agreement of appointment.



Projects

Annexure - A

(Compensation Break Up)

BAJEL PROJECTS LTD

	Employee Name – Kumar Gaurav Employee Code – BJL100068 Grade – D4		
Fixed Pay	COMPONENTS	Current Per Annum (INR)	Revised Per Annum (INR)
	Basic Salary	396,551	581,349
	Other Allowance (includes Flexi Pay) *	555,739	814,722
	Total Fixed Pay (A)	952,290	1,396,071
Retrial Benefits	Employer's Contribution to Provident Fund	47,586	69,762
	Gratuity (4.81% of Basic Salary)**	19,828	29,068
	Superannuation		
	N.P.S.		
	Total Retrial Benefits (B)	67,414	98,830
Bonus/ Incentive	Bonus [#]		
	Target Performance Incentive*#	113,300	166,099
	Total Bonus/ Incentive (C)	113,300	166,099
Total CTC (A + B + C)		1,133,004	1,661,000

*Amount from Other Allowance can be allocated under various Flexi Pay components as per eligibility and limits defined in company policy.

Other Allowance will be adjusted should there be revision in any of the above listed components/allowances in future.

**Gratuity will be payable as per Gratuity Trust Rule.

This will be paid subject to management discretion/performance of the company and as per the law applicable to the employee.

*# This will be based on performance of the Employee, Business Unit and Company. The numbers mentioned are indicative.

All the above allowances/perquisites/benefits are as per the company policies and can be amended from time to time.