



**DIRECTORATE GENERAL SMALL DAMS IRRIGATION DEPARTMENT
GOVERNMENT OF KHYBER PAKHTUNKHWA PESHAWAR**

Plot # 27, Street No. 12, Sector E-8, Phase-VII, Hayatabad Peshawar
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No. 1815/SD/DG/160-D

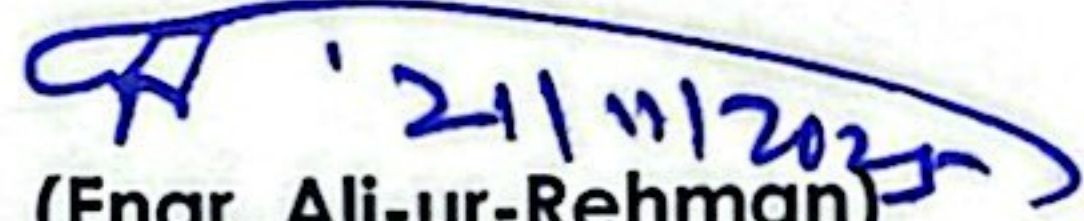
Dated Peshawar the, 21/11/2025

To

1. ENGR. ARSALAN HAIDER, PARTNER BAK CONSULTING ENGINEERS
2. MS CONSULTING ASSOCIATES
3. MS PAKISTAN ENGINEERING SERVICES IN JV WITH ETA & ECS PAK
4. ENGR. ZAHOOR AHMAD, PARTNER, AGES CONSULTANTS
5. MR. HAMEED ALI SHAH, DIRECTOR MOUNTAIN INFRASTRUCTURE AND ENGINEERING SERVICES
6. SYED ZAHEER ABBAS GILLANI, DIRECTOR G3 Engineering Consultants PVT. LTD.
7. NATIONAL ENGINEERING SERVICES PAKISTAN, NESPAK CONSULTANTS
8. ENGR. SULEMAN SALEH, MANAGER BUSSINESS DEVELOPMENT, ELECTRA CONSULTANTS

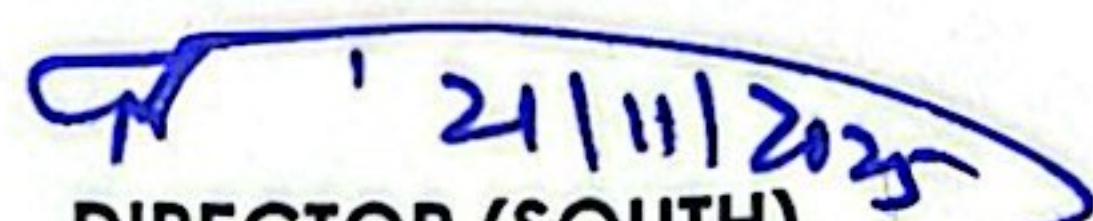
Subject: **PRE-BID MEETING HELD ON 21-11-2025 AT 11:00AM IN THE
CONFERENCE ROOM OF DIRECTORATE GENERAL, SMALL DAMS
PESHAWAR REGARDING THE PROJECTS:**
**i-FEASIBILITY STUDY AND DETAILED DESIGN FOR KHAROBA SMALL
DAM KHERU KHEL PACCA LAKKI MARWAT**
**ii-FEASIBILITY STUDY AND DETAILED DESIGN FOR BANDH BANDA
DAM KOHAT"**

I am directed to enclosed herewith Minutes of the Pre-Bid meeting held on 21-11-2025 under the Chairmanship of Director General, Small Dams Peshawar for favor of your kind information and further appropriate necessary action, please.


(Engr. Ali-ur-Rehman)
DIRECTOR (SOUTH)

Copy of the above alongwith enclosures is forwarded for information and appropriate necessary action to the: -

- 1) Secretary to Govt. of Khyber Pakhtunkhwa, Irrigation Department, Peshawar.
- 2) Director General, Small Dams Peshawar.
- 3) Managing Director, KPPRA, near Kababyan, Canal Road, Peshawar.
- 4) Deputy Director, Small Dam Division Kohat.
- 5) Assistant Director (Web), O/o The Secretary Irrigation, Peshawar with the request to upload the same on official site.
- 6) All committee members.
- 7) Contract File.


DIRECTOR (SOUTH)

MINUTES OF THE PRE-BID MEETING DATED 21ST NOVEMBER, 2025 REGARDING PROJECTS TITLED,

I-FEASIBILITY STUDY AND DETAILED DESIGN FOR KHAROBA SMALL DAM KHERU KHEL PACCA LAKKI MARWAT

ii-FEASIBILITY STUDY AND DETAILED DESIGN FOR BANDH BANDA DAM KOHAT"

A pre-bid meeting was held in the Conference Room of Directorate General, Small Dams Peshawar, under the Chairmanship of Director General Small Dams Peshawar. The Chair welcomed the participants. The Director (South), Small Dams briefly highlighted the background of the study. A threadbare discussion was made on the TORs, proposed man months and other deliverables etc. (List of Participants attached)

The participated Consultant's representatives raised the following queries which were responded by the Procurement Entity. The queries raised by the Consultants and its response is narrated in annotated form as below for consideration and formulation of proposal(s).

1. BAK CONSULTANTS THROUGH LETTER NO. BAK/0187/2025 & NO. BAK/0188/2025
DATED: 20-11-2025

S. No	Queries	Response of the Department
1)	Section 2, Data sheet, S.No 24.2: Successful consultant is required to submit Performance security in form of Pay order, demand draft or bank guarantee amounting to 02% of bid cost. In PEC bylaws, the Performance security is only applicable for contractors and not for consultants therefore It is requested that the condition of performance security may please be withdrawn.	Will be dealt with as prevailing KPPRA rules.
2)	GUIDELINES FOR SUBMISSION OF PROPOSAL, B. OTHER CONDITIONS: - 5) In case the consultants, without sound reasons fail to complete the assignments according to the time schedule, the consultants shall pay compensation and damages to the department @0.1% of cost of balance consultancy services per day to a maximum of 10%. In our experience of Consultancy Services, we have experienced this clause for the first time in Consultancy Services agreement. This may be deleted please. As this pertains to the contractors' contract only.	Not agreed to.
3)	GUIDELINES FOR SUBMISSION OF PROPOSAL, B. OTHER CONDITIONS: - 7) The consultants will provide undertaking to the effect that the key staff would not be employed on the other projects during the currency of this agreement. Any violation will liable the contract for termination.	Agreed to the extent of Key Staff excluding Project Manager/Team leader for the Project.


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	We understand that this condition is applicable for only full-time staff and is not applicable on intermittent staff.	
4)	Qualification and Experience of Consultants personal: Hydraulics Engineer <ul style="list-style-type: none">• Should have Master degree in Hydraulics from recognized university. As Masters degree in Hydraulics is offered in very limited universities across Pakistan, Masters degree in Water Resources should also be added as requisite for Hydraulics Engineer with relevant experience.	Agreed.
5)	Kindly allow lab tests, whichever possible, to be conducted from UET Peshawar, as due to work load CMTL, WAPDA prioritize their own projects over other projects and results/reports can get delayed.	Agreed, the lab tests may be conducted from the approved laboratories in Pakistan. However, those tests which cannot be conducted through other laboratories shall be carried through CMTL, WAPDA.
6)	Time extension is requested for at-least 15 days after receiving the minutes of the Pre-Bid meeting.	Not agreed to.

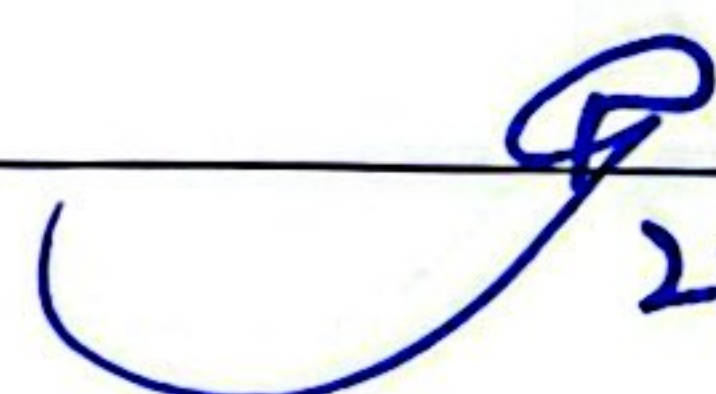
2. CONSULTING ASSOCIATES THROUGH THEIR LETTER NO. CA/DD/PMC/SD-570 DATED: 21-11-2025

S. No	Queries	Response of the Department
1)	The evaluation criteria for general experience are overly strict, requiring the completion/in hand of 10 projects, which is considered excessive. It is recommended that this requirement be revised to five projects of a general nature, either completed or in progress within the last 10 years. Furthermore, the scope of general experience has been limited to lift irrigation schemes, headworks, irrigation canals, and diversion structures, categories that closely resemble those listed under specific experience. It is therefore requested that the definition of general experience be broadened to include hydropower projects, hydel stations, and other relevant general sectors.	Agreed to the extent of Scope of General Experience.
2)	Regarding proposed Bandh Banda Dam – District Kohat, the scope of detailed studies and design across various aspects, resources requirement (key, non-key, and support staff, along with office space and transportation), beside social,	The estimation of the mentioned items are as per site requirements. However, if any variations required in the interest of study will be processed during the execution of work.

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	environmental, geotechnical and other investigations do not commensurate with the site and project requirements and is proposed on lower side. It is recommended that this scope be reviewed and expanded as necessary. Clarification is also sought on whether the scope can be revised or augmented after contract award.	
3)	The location coordinates and a descriptive note of the proposed Kharoba Small Dam is requested to be shared for clarity.	<p>N 32° 31' 47.928", E 70° 34' 8.6988".</p> <p>The proposed Kharoba Small Dam is located in District Lakki Marwat and aims to utilize available surface runoff/flood water from catchments by constructing a small reservoir. The dam will store flood water during rainy seasons and provide regulated irrigation supplies during dry periods, with a view to:</p> <p>Irrigate previously uncultivated or under-irrigated lands in the surrounding areas of Behram Khel, Teri Khel and other adjoining areas.</p> <p>Improve agricultural productivity and livelihood of the local population.</p> <p>Recharge groundwater aquifers, which are depleting due to over-extraction.</p> <p>Provide potential for livestock watering, fishery development, and domestic water use in nearby villages.</p>
4)	Conducting Warabandi and revenue Chakbandi at the design stage is impractical. It is suggested that Engineering Chakbandi be permitted during the feasibility and design phases.	Agreed to.
5)	The timeframe of 08 months for Detailed Feasibility Study and Design is on lower side and is requested to be reviewed and enhanced at least 15 to 18 months.	Not agreed to.
6)	The evaluation criteria do not specify how joint venture partners will be assessed. Clarification is needed on whether JV partners will be evaluated collectively or based on their respective percentage contributions.	The lead firm will be critically checked while JV partner will also be evaluated under the rules.

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7)	For both the proposed dam sites, the RFP/TORs do not provide a clear basis for the topographic survey requirements (covering reservoir and structure areas, channels, roads, and command areas). It is requested that these requirements be tentatively defined and quantified to ensure a level playing field.	The following item of works may also be included in the Bid Cost;			
		Sr. No.	Description	Unit	Quantity
		1	Topographic Survey	Acres	2500
		2	Acquisition of GIS imageries on resolution approved by the client	P.S	--
		3	Supply & fix boundry pillars in position, including digging pits (No.)	No.	150
		4	EPA Clearance Fee	L.S	--

3. PES CONSULTANTS, THROUGH THEIR LETTER NO. PM/GEN/DR/20/11/2025 DATED: 20-11-2025

S. No	Queries	Response of the Department
1)	The minimum experience requirement for key staff is quite stringent (minimum 15 years). Since both assignments have the same scope of work, it is requested to kindly allow the JV to nominate the same set of key experts for both projects. Alternatively, different Project Managers may be nominated while allowing the same remaining key staff for both assignments.	As per statement 1 (3) above.
2)	Under Annexure-I: Guidelines for Submission of Proposals & TORs, Section B, Sr. No. 10, KST has been mentioned as 2%. As per the latest KP Sales Tax Act, 2022, the Sales Tax on Services has been revised to 4% (copy attached as Annexure). It is requested to kindly revise the mentioned rate to ensure uniformity and fairness for all participating bidders.	As per statement 1(1) above.
3)	The cost heads for topographic survey and acquisition of GIS imageries are not included in the provided financial tables. Since these activities constitute a substantial component of the proposed scope, it is requested that these items be added in the financial forms to ensure fair and comparable bidding.	As per statement 2(7) above.

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4)	The TORs specify MSc in Hydraulics for the post of Hydraulics Engineer. It is requested that MSc in Water Resources Engineering may also be accepted for this position, considering it covers the same academic and professional domain.	Agreed.
5)	For the post of Irrigation Engineer, MSc in Irrigation Engineering has been demanded. However, such a degree program does not exist in major universities of Pakistan. Therefore, it is requested that MSc in Water Resources Engineering may be considered acceptable for this position.	Agreed.

4. AGES CONSULTANT, THROUGH THEIR LETTER NO. AGES-25-KBBD-175 DATED: 21-11-2025

S. No	Queries	Response of the Department
1	Qualification & Experience of Key Personnel (Marking criteria of Key Personnel) 3. Experience 1 General Experience-8 Marks Experience after completion of 16 years education (8 Marks for 20 years of general experience, 4 Marks for 10 years while zero marks for less than 10 years of experience. Proportionate marks for experience b/w 20 & 10 years) In this section experience of 20 years are required while under Qualifications and Experience of Consultant's Key Personnel except project manager 15 of total experience is required. Please clarify.	Evaluation criteria will prevail.
2	Transportation of selected rock core samples for testing to CMTL Laboratory WAPDA Lahore for the required test. UET Peshawar lab may be also allowed for testing of material to avoid extra transportation charges.	As per Reply 1(5).
3	The duration of the project is 8 months. Keeping in view the current law and order situation, we suggest to only increase the duration from 8 to 12 months while keeping the man month of staff same.	Not agreed to.

5. Mountain Infrastructure and Engineering Services, THROUGH THEIR LETTER NO. MIES/DG/SD/001 DATED: 21-11-2025

S. No	Queries	Response of the Department
1	The RFPs do not specify the total duration of services for each assignment. A defined timeline for Feasibility Study and Detailed Design phases is essential for appropriate planning, scheduling, and deployment of project resources.	The RFP Document clearly indicates the timeline for Feasibility Study and Detailed Design of Both Projects.

2	<p>Experience Evaluation Criteria: The current requirements for the firm's general experience, relevant project experience, and the experience of key staff appear to overlap. To avoid ambiguity and ensure accurate submission of supporting documents, we request that the RFPs clearly differentiate between:</p> <p>General experience of the firm – may include any type of completed projects and should not be limited to hydraulic structure projects.</p> <p>General experience of the firm – may include any type of completed projects and should not be limited to hydraulic structure projects.</p> <p>Relevant/Similar experience of the firm – specifically demonstrating completed projects related to hydraulic structures such as dams, barrages, flood protection schemes, water storage reservoirs, or similar infrastructure.</p> <p>Individual experience of key professional staff – may also be demonstrated in a similar manner, where:</p> <ul style="list-style-type: none">✓ General experience of key personnel may include their overall professional exposure on any type of engineering projects.✓ Relevant experience of key personnel should highlight their specific roles, responsibilities, and technical contributions in hydraulic structure or similar projects. <p>This clarification will help firms submit the appropriate supporting documents aligned with the evaluation requirements.</p>	As per reply 2(1) above.
3	<p>1. Qualification Requirement for Hydraulic Engineer:</p> <p>The qualifications listed specify "MS in Hydraulics." We request that this be revised to "MS in Water Resources Engineering," as this more accurately reflects practical academic qualifications aligned with the nature of the assignment.</p>	As per similar remarks above.

6. G3 Engineering Consultants, THROUGH THEIR LETTER NO. G3/322/14823 DATED: 20-11-2025.

1	<p>Project Background and Objectives:</p> <p>The RFP does not provide the basic project information such as the main purpose of each dam (e.g., flood attenuation, groundwater recharge, water supply, or agricultural</p>	As per background explained above.
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	development). These details are essential for developing an appropriate methodology and work plan.	
2	Location Coordinates: The coordinates or precise locations of the proposed dam sites have not been shared. These are required for initial desk-based assessments, including hydrological screening, catchment delineation, and preliminary site understanding.	Coordinates for Kharoba Dam N 32° 31'47.928", E 70° 34' 8.6988" . Coordinates for Bandh Banda Dam N 33°25'51.97", E 71°42'37.52"
3	Geotechnical Investigation Requirements: The scope of geotechnical investigations listed in the RFP is very extensive. The level of investigation specified appears to have a significant financial impact, and further clarification of the exact extent required at the feasibility and detailed design stages would be useful.	RFP for both the projects contain comprehensive information about all activities.
4	Laboratory Testing at WAPDA CMTL Lahore: The TOR states that all laboratory testing must be carried out at the WAPDA CMTL Laboratory in Lahore. We request confirmation on whether this requirement is mandatory, or if testing at other accredited laboratories may also be acceptable.	As explained in 1 (5) above.
5	Duration of Feasibility Study: The feasibility study involves several extensive topographic soil surveys, soil surveys and field investigations, including feasibility level design, costing and preparation of chakbandi of the command area. We reckon that the time period of 4 months for this phase is not adequate, and request that it should be increased to at least 6 months.	Not agreed to.

7. NESPAK CONSULTANT QUERRIES RECEIVED THROUGH ENGR. FAHIM SHAH (CA CONSULTANT) VIDE UNSIGNED / UNDATED WHITE PAPER

1	Refer to page 35 and 37 for Financial Forms FIN-4 Breakdown of Remuneration and page 38 and 40 for FIN-5 Breakdown of reimbursable expenses which are provided in two formats each. These forms refer to paragraph 5.6 which is missing in the RFP. Please clarify the type of contract and which form should be filled while submitting the proposal.	As discussed, The contract shall be on lump sum basis, however, the cost of physical works shall be paid on quoted contract price for BOQ items. The provisional sums shall be paid on invoiced value of the Concerned agency.
2	A separate provisional sum may be allocated for cost that may incur for carrying out topographic survey and geotechnical investigations. These investigations are usually carried out through a 3 rd party which is hired specifically for the investigation purposes. The	Please refer to reply at para 2(7) above.

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	cost for survey and investigations incurred may be reimbursed/paid as per actual from the provisional sum allocated separately.	
3	Refer to page 38 and page 40, FIN-5 Breakdown of reimbursable expense , for lump-sum projects. Similarly, refer to Term of Reference - Breakdown of Reimbursable expenses A(iv), A(v), B(iv) and B(v) where the description of reimbursable items is mentioned. Both the reimbursable expense forms as referred above are contradictory because as per TORs, the contract is defined as lump sum contract. Please clarify. Moreover, if consultant desires to add additional items under direct cost, will they fall under reimbursable expenses or covered under lump-sum expenses. Please clarify.	As discussed, The contract shall be on lump sum basis, however, the cost of physical works shall be paid on quoted contract price for BOQ items. The provisional sums shall be paid on invoiced value of the Concerned agency.
4	Please refer to the TORs, it has been mentioned under Type of Contract "The contract shall be lump sum basis; however, the cost of physical works shall be paid on quoted contract price for BOQ items. The provisional sums shall be paid on invoiced value of the concerned agency" however, in TORs under Professional/ Key Personnels Requirements Breakdown of remuneration for both feasibility and detail design stage, the man months have been defined against each position which is usually a requirement of cost-plus contract. Please clarify.	Please refer to the RFP, which contains all details. Payment schedule is for two separate ADP studies for which separate offices shall be required.
5	Referring to TORs, it is mentioned that two separate offices should be established, a Project Office at Peshawar and a Site Office & Camp. The scope of work covers feasibility study and detailed design which can be carried out from a single Project Office established in Peshawar. We propose that the intended activities be carried out by the personnel from the Project Office in Peshawar only.	Not agreed to.
6	We suggest that all personnel having intermittent input may be allowed to provide their services from their respective head office. Whereas personnel having full-time input may be posted at the Project Office in Peshawar.	Not agreed to.
7	Referring to the Terms of Reference, table for Qualification & Experience of Key Personnel (Marking Criteria of Key Personnel) , under languages section, Pashto has been added. This criterion favors people from specific	Not agreed to.

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	region/Province. The Pashto language is neither a national nor contractual language. We suggest that this should be omitted.	
8	Referring to the Terms of Reference, table for Qualification & Experience of Key Personnel (Marking Criteria of Key Personnel) , under experience section, we believe that the proportionate marks for relevant experience should be between 15 years and 10 years, not 20 years and 10 years. Please clarify.	Not agreed to.
9	Referring to the Terms of Reference, table for Qualification & Experience of Key Personnel (Marking Criteria of Key Personnel) , under similar projects section, it has been mentioned that the key personnel should have experience in Feasibility and Detailed Design of small dams. We believe that the personnel experienced in providing services for small, medium or large dams should be considered rather than only small dams. Similarly, we believe that detailed design is an extension of services provided at feasibility stage. The personnel who have provided services at any of the two stages are well capable of providing services at the other stage. This criterion may be changed and personnel having experience in any of the two stages of any dam size should be considered for full marks (8).	Not agreed to.
10	Referring to the TORs, Experience of Firm (Marking criteria of Experience of the Firms) , it is mentioned that 5 projects of Feasibility Study and Detailed Design shall carry 18 marks. We suggest that 5 projects, each of feasibility study and detailed design separately should be given full marks and may be considered under experience criteria. Please clarify.	Not agreed to.
11	Referring to the Terms of Reference, table for Qualification & Experience of Key Personnel (Marking Criteria of Key Personnel) explains the requirements of general and relevant experience of the key-personnel. Refer to the detailed Qualification and Experience of Consultant's Key Personnel mentioned after Mode of Payment , the overall experience and specific experience of each expert does not comply with the requirements as mentioned in the table. There is contradiction between the qualification criteria in both places. Please	All the TORs and Bid documents are clear.

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	clarify which qualification criteria prevail and how it will be marked.	
12	Referring to the TORs, the project duration is 8 months. We suggest that if the project is delayed due to any issue/ unforeseen reason and the project duration exceeds 12 months, then a price adjustment provision in lieu of CPI should be considered.	Not agreed to.
13	Referring to the project TORs, Guidelines for submission of Proposal - C. Other Conditions it is mentioned "Consultant will be responsible for the security of their staff. However, the security issues will be taken up with concerned Law Enforcing Agencies". We believe that if security issues are taken up with the Law Enforcing Agencies, the Client shall be responsible for making all kinds of payments to the Law Enforcing Agencies if any, and the Consultant shall not bear any such payments.	Not agreed as fully explained in the Pre-Bid meeting.
14	Referring to the TORs, the scope of geotechnical and sub-surface investigations has been defined but the extent of topographic survey has not been defined which makes it difficult to calculate the cost of topographic survey. Moreover, the cost of physical work shall be paid as per actual work done at the site on the unit rate quoted by the consultant. It is requested to allocate area for topographic survey and allocate provisional sums for all investigations so that the cost incurred for such works may be paid through the allocated provisional sum. This will enable apple to apple comparison of the actual financial proposal submitted by the Consultants.	As per reply 2(7) above.
15	Referring to the TORs, samples collected after investigations shall be transported to CMTL, Lahore. We believe that testing from CMTL may cause undue delays. Therefore, other labs of repute may be permitted. Please clarify.	As explained in 1(5) above.
16	It is requested to extend the proposal submission date by at least 2 weeks. This will enable us to compile a comprehensive and robust proposal for the subject project.	Not agreed to.

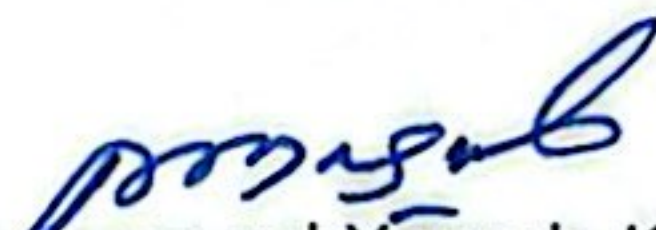

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8. ELECTRA CONSULTANTS, THROUGH THEIR LETTER NO. EC/BD/25/73 DATED: 21-11-2025


1	With reference to the Data sheet 1.4, "The PE will provide any data available pertaining to the project: Yes", we request you to provide a map/diagram and geographical coordinates of the project area to facilitate the preparation of our proposal.	As per explanation given in the above replies.
2	Reference to the Data sheet 1.5, "Proposals must be submitted in hard as well as on EPADS", we note that EPADS already supports complete submission of proposals. We therefore request that only online submission through EPADS be considered, and that the requirement for hard-copy submission be waived.	Not agreed to.
3	EPADS includes an option to upload the Bid Declaration; however, the Bid Declaration Form template has not been provided in the TORs. We request that the format be shared for proper compliance.	Available on the KPPRA website.
4	The evaluation criteria currently award full marks for a PhD qualification along with 20 years of general experience and 15 years of relevant experience. This threshold is quite stringent and may be reconsidered. We request some relaxation in both qualification and experience requirements. Additionally, these criteria appear to apply uniformly to all key experts as per evaluation criteria however as per TORs the requirements in terms of experience is different.	As per explanation given in the above replies. The evaluation criteria shall prevail.
5	As per TORs, General Experience of Firm are Lift Irrigation Schemes, Head Works, Irrigation Canals, Diversion Structures other than flood protection works having individual consultancy worth of Rs. 15 Million. Can Hydropower Experience be counted in General Experience?	Agreed.
6	As per the TORs, the specified rock core tests and water sample analyses are to be conducted at CMTL Laboratory WAPDA Lahore; however, these tests can be efficiently performed at reputable Peshawar-based laboratories such as UET Peshawar the Department of Geology at University of Peshawar, PCSIR, or other local facilities. Conducting tests locally will result in significant cost savings by substantially reducing transportation and logistics expenses related to packing, handling, and safely transporting samples over long distances. Moreover, local testing shortens turnaround times for sample analysis, enabling faster project decisions and reducing potential delays caused by	As per explanation given in the above replies.

	extended transit times. This approach also minimizes risks of sample damage or loss during transit, thereby improving overall testing reliability and project efficiency.	
7	Since there are two projects underway and additional time may be needed to ensure a comprehensive proposal is prepared, it is kindly requested that the submission deadline be extended by two more weeks to accommodate this requirement.	Not agreed to.


Engr. Nauman Khan
Assistant Director,
Small Dams Division Kohat
(Member)


Muhammad Yaqub Khan
Deputy Director,
Small Dams Division Kohat
(Member)

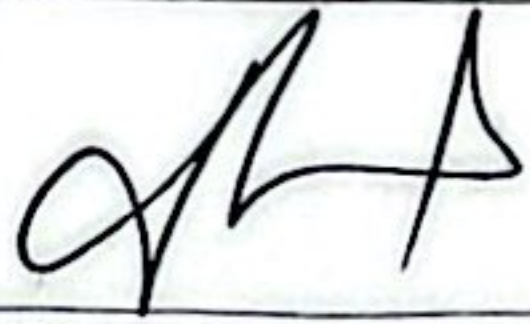
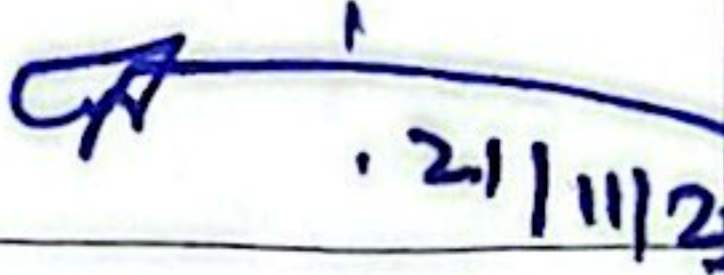


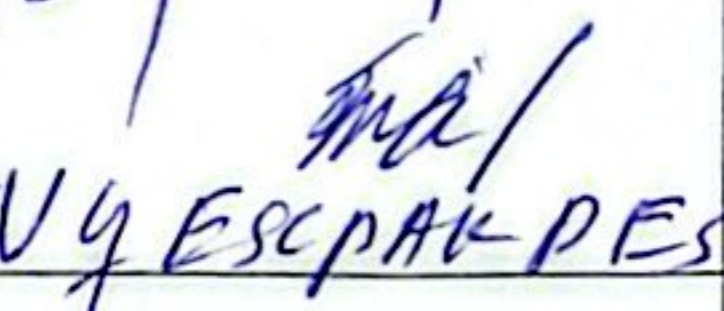


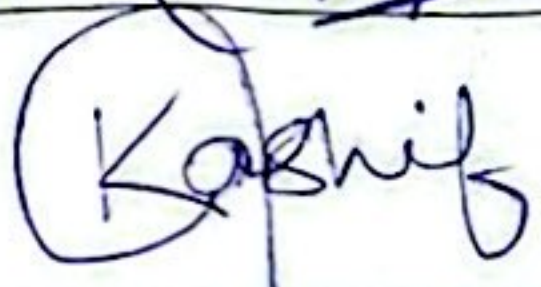

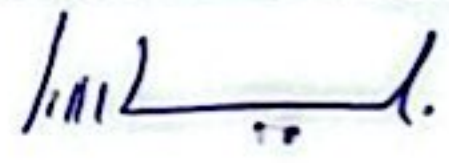

Engr. Ali-Ur-Rehman
Director (South)
Small Dams Peshawar
(Member)



Engr. Akhtar Rashid
Director General
Small Dams Peshawar
(Chairman)

ATTENDANCE SHEET

PRE-BID MEETING DATED: 21-11-2025 AT 11:00 AM REGARDING RFP FOR.

1. FEASIBILITY STUDY AND DETAILED DESIGN FOR KHAROBA SMALL DAMS
2. FEASIBILITY STUDY AND DETAILED DESIGN FOR BANDH BANDA DAM

S.NO	Name	Designation	Signature
1	Eng. Akhtar Rasheed	Director General Small Dams	
2	Ali-Uk. Rehman	Director (South)	 21/11/25
3	Muhammad Yaqub	D.D. Kohat	 21/11/25
4	Fahreen Shah	Sr. Engr CA	 21/11
5	Shefiqur Rehman	CEO/Rep JU & ESCPAK-PES	
6	Sajjad Khan	M.D/E.C	
7	Suleman Saleh	BD Manager	
8	Nazib Marwat	Designer/Electra	
9	Engr Kashif	BD CA	
10	Saad Sand Jan	Sr. Engineer	
11	WALEED REHMAN BAK Consulting Engineers	Business Development	

12	IMRAN MARWAT (AGES Consultants)	Coordinator	
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13	Hameed Ali Shah	Director (MIES)	A. Shah
14	Engr. Ihtesham Khan	Team Leader G3 Engineering Consultant	W. Khan
15	Engr. Naeem Afridi	Deputy Director PSA	Engr. Naeem Afridi
16	Engr. Naeem Khan	Assist. Director Small Dam Kohat	Engr. Naeem Khan