



**Registration No.:** 101132

**Address:** H.B. Twin Tower, 5th Floor Max Hospital Building, Netaji Subhash Place, Pitam Pura, Delhi, 110034.

**Email:** [contact@raconstructionsindia.in](mailto:contact@raconstructionsindia.in); [sales@raconstructionsindia.in](mailto:sales@raconstructionsindia.in); [rkvp@raconstructionsindia.in](mailto:rkvp@raconstructionsindia.in);

**Website:** [www.raconstructionsindia.in](http://www.raconstructionsindia.in);

10 june 2022

To

Shubham Pandey

RE: Employment Offer

Dear Shubham Pandey

As a result of your recent interviews, I am pleased to make you the following offer of employment.

**Title:** Land Surveyer. Initial assignment shall be on the Rose Kund Valley project in Delhradun, Shimla Highway, Uttarkhand.

**Employment Starting Date:** On or before 14/09/2022.

**Base Compensation:** Your annual salary will be 1.92 LPA- Sixteen Thousand , payable on a monthly basis. Increases to the base compensation shall be discretionary based on your annual performance review, which shall occur no later than 90 days after the anniversary date of your employment or last performance review.

**Bonus:** You will be eligible for an annual bonus. This bonus is discretionary and shall be based solely on individual performance.

**Equipment's:** A company owned equipment will be provided for your safety, however you will need to sign an agreement on the day of your joining, to take full responsibility of the equipment provided to you. It will be your responsibility, to handover them to your manager once u leave the organization.

**Transportation Allowance:** You will receive a transportation allowance of INR Eight hundred(800.00). This sum shall be provided to you monthly and shall increase every three years at the rate of CPI. This is an allowance and you shall be responsible for any costs you incur that exceed said allowance.

**At-will Employment:** Your employment with the Company is At-Will, and is in no way intended to be, or should it be construed to be, a promise of, or a contract for, employment. Your employment may be terminated by either party with 24 hours notice. Any accrued leave time will be paid at termination.



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**Severance:** If your employment is terminated by employer within 12 full months of employment for reasons other than insubordination or unethical behavior than you will receive 15 days salary post 60 days from termination. If your employment is terminated by employer between 12 full months and 24 full months of employment for reasons other than insubordination or unethical behaviour than you will receive 30 days salary post 60 days from termination.

The following benefits are currently available from the Company, but are subject to change:

**Group Health benefits:** Starting on the first full month following completion of a standard 90-day probationary period, you will be eligible for participation in the Company's Insurance Program, which includes Dental and Vision coverage. Dependent health coverage as well as dependent dental and vision plan coverage is also available at an additional cost.

**Leave:** You are entitled to ten (10) leave days per year, which is accumulated on a monthly basis. This same two-week accrual will apply in each of the second and third years of employment. After completion of three years of employment, you would accrue at a rate of three weeks vacation per year (15 days). You cannot carry over vacation beyond the year after which it is accrued.

**Holidays:** The Company has six (6) standard paid holidays, which consist of Republic day, Independence Day, 2<sup>nd</sup> October, Holi, Deepawali(2 days).

**Sick Days:** The Company provides six (6) days per calendar year for sick days.

Please indicate your acceptance of this offer of employment by signing below and returning the signed offer to me.

We are very pleased to have you as a member of our team and look forward to working with you. I believe that you will have the opportunity to make a valuable contribution to the Company as well as have the chance to fulfill your career goals.

Sincerely,

**Varun Jadoun**

**HR HEAD**

**R A CONSTRUCTION PVT. LTD**



I have read, understand and agree to all of the foregoing terms and conditions of this offer of employment and hereby accept the offer.

\_\_\_\_\_  
Candidate Legal Name

\_\_\_\_\_  
Date