

LH/HRD00202/056

To

Date: 10/09/2025

Mr. Amarnath Kumar
S/O: Rambali Das
Bhanspatti, Sitamarhi
Bihar- 843328

Mobile No. +91 8102207465
E-mail ID – AMARKUMAR112311@gmail.com

Subject: Offer cum Appointment Letter

This has reference to our discussions held on **20/08/2025**.

We are pleased to offer you the position of **Site- Supervisor** with effect on **25/08/2025**.

You will be paid a Gross Salary of Rs. **25,800 /-** (Rupees **Twenty- Five Thousand Eight Hundred Only**) per month. The breakup of your remuneration is given in Annexure I.

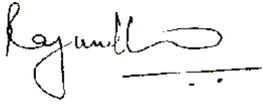
The Terms and Conditions of your services are given in Annexure II.

We look forward for a long association with you.

You are requested to sign on the duplicate copy of this offer letter and return to us as a token of your acceptance.

With best wishes

For RVDK Labourhome Private Limited



Raj Pandi
General Manager HRD

Amarnath Kumar

Enclosed: **ANNEXURE-I**
ANNEXURE-II



LABOURHOME
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RVDK LABOURHOME PVT. LTD.

CIN : U74999TZ2019PTC032087

GST : 07AAJCR5809A1ZJ

ANNEXURE-I

Monthly Salary Breakup:

Name: **Amarnath Kumar**

Designation: **Site- Supervisor**

Basic	10,320
House Rent Allowance	7,740
Transport Allowance	20,64
Site Travel Allowance	25,80
Special Allowance	30,96

Total Gross **25,800**

Less: PF on Rs. 15000/- @
12% i.e., Rs 1800

Net Payable 24,000

TDS and other taxes if any applicable shall be deducted.

For RVDK Labourhome Private Limited

Raj Pandit
General Manager HRD

Amarnath Kumar

ANNEXURE-II

Terms and Conditions:

1. You shall join us on **25th August 2025**. In case of any change in the date of joining, a written communication shall be exchanged between us.
2. You will be appointed by the company for a probationary period of 6 months from the date of joining. Your probationary period may get extended for the period of 6 months. On completion of probationary period, you will be issued a confirmation letter from the company.
3. Notice Period for resignation/termination during probationary period will be of 30 days. Notice period for confirmed employees will be of 60 days. In the event of operating the provision of payment in lieu of notice, the notice pay shall mean the basic salary. (Basic salary as per appointment letter is Rs.**10,320/-** per month).
4. If you are found absent for 7 days without having any written permission from your supervisor or proceed on leave without permission, it will be understood that you have abandoned the job and resigned from the company.
5. You can be transferred to any of the RVDK Labourhome Private Limited branch anywhere in India or post you to any of the associates/sister concerns/affiliates/group of company's offices in India/abroad at the discretion of the management/company. The salary and emoluments mentioned here cover your services for the company as well as for any of its associates/sister concerns/affiliates/group of companies.
6. Periodically the Company can modify any remuneration, benefit, facility or perquisite that has been extended to you.
7. All information regarding your remuneration and terms of employment is confidential. We would urge you to respect this value and not disclose the same to any employee other than your appropriate supervisor.
8. During the employment in the company, we expect you not to carry on any business of your own or engage yourself with any other company/business/services/authority. If found, you are engaged with any other company/business/services/authority, your services will be terminated without any advance notice. Your services shall also be terminated on the following just causes i.e., lack of skills for the work resulting in poor performance, misconduct, wilful disobedience to the company's lawful order, Habitual neglect of duties, absenteeism, insubordination, revealing secrets of establishment, engaging in trade union activities, violates customs, traditions, and laws of the country and/or terms of this Agreement/Appointment Letter.
9. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may result from the remuneration. The company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as per applicable laws/rules.
10. You shall always follow the company's rules and regulations in force at any point of time.
11. Confidentiality and Non-Disclosure:
 - a) Confidentiality:

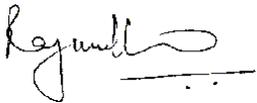
You shall ensure that all information available to you in the course of employment in the company are kept strictly confidential and you shall not divulge to any party except to the extent necessary for the purpose of due performance of your service/discharge of your duty to the company.

b) Non-Disclosure:

You will acknowledge that in the course of the contract and discharge of your duties, you will/might receive and have access to information, data, documents, trade secrets and other materials in physical or other form (Confidential Information and Data), about the Group or any entity or establishment in the Group, the counter parties, partners, collaborators, associates, clients, customers, vendors, suppliers and others dealing with Group or any entity in the Group, which are sensitive, possess competitive advantage, confidential or proprietary in nature, and/or which are/may be subject to specific confidentiality obligations which may extend to a term beyond the term of the Contract and that any disclosure thereof to any person not authorized to receive the same or the breach of any such confidentiality obligations by you either during the term of the Contract or thereafter will/might cause harm including loss of reputation and cause irreparable injury and damages. Accordingly, you agree and undertake not to disclose any such Confidential Information and Data, to any unauthorized person or in any unauthorized person or in any unauthorized manner to any person, and also ensure that no such confidentiality obligations are breached. Further, you shall ensure that any intellectual property rights owned or acquired by the Group or any entity in the Group are protected; to the extent such rights are used or incorporated in the business/activities for which you are responsible.

12. You shall keep the management informed of your latest postal address all time and also intimate in writing in case of change of address. Any communication sent to you by the management on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.
13. You shall retire from service of the company on attainment of 60 years of age. Your employment shall stand terminated on the date of your retirement.
14. You shall return any and all written information, documents, materials, CDs, Pen Drive, data files or other media containing computer programs or data and all other property and equipment which constitutes, contains or relates in any way to Proprietary Information, or trade secrets of RVDK Labourhome Private Limited or its customers, which are or may be under your possession, custody or control and which are or may be the property of RVDK Labourhome Private Limited or its customer, whether confidential or not, including any and all copies thereof which may have been made by you.
15. This appointment is subject to employee being medically sound and remaining fit.
16. In the event of any dispute, difference or question arising between the parties, hereunder, which cannot be mutually resolved by the parties, the same shall be referred to arbitration by a Sole Arbitrator to be appointed by the mutual consent of both Parties. The arbitration proceedings shall be held in New Delhi, India. The language to be used in the arbitration proceedings shall be English. The arbitration proceedings shall be held in accordance with provisions of the Indian Arbitration and Conciliation Act, 1996 and the rules made thereunder, as amended from time to time.
17. Personal Resume submitted by you during interview, Employment Form filled up and other documents furnished on joining are your self- verified documents available with us. These will be subjected to verification by third party after you join RVDK Labourhome Private Limited. However, if you feel any deviation in the information provided in the resume, employment form, other documents or during interview, you should immediately notify the same to Corporate HR at the time of joining. Further, if any major deviation is found by the third party in your employment record or qualification, your services will be immediately terminated without any notice period or severance pay.

For RVDK Labourhome Private Limited



Raj Pandit
General Manager HRD

Amarnath Kumar