### Appointment Latter

**Ref: - <<<LETTERNO>>> Date: - 17/02/2024**

### Mr. RITESH K KUMAR SAU

### KHEJURDA KHEJURDA PURBA MEDINIPUR WEST BENGAL 721422

### Subject: Appointment for the post of Site Engineer

Dear Mr. RITESH K KUMAR SAU**,**

We are pleased to offer you, the position of **CONTARCT & PLANNING ENGINEER** with **HEPC INFRASTRUCTURE PRIVATE LIMITED** (the

‘Company’) on the following terms and conditions:

### Commencement of employment

Your employment will be effective, as of **Starting 01/02/2024**

### Job title

Your job title will be **CONTARCT & PLANNING ENGINEER**, and you will report to Project Manager

### Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

### Place of posting

You will be posted at **Bhiwadi (Raj.)** You may however be required to work at any place of business which the Company has, or may later acquire.

### Hours of Work

The normal working days are **Monday** through **Saturday** You will be required to work such hours as necessary to properly discharge your duties to the Company. The normal working hours are from **(9:00 am) to (6:00 pm)** and if necessary additional hours depending on your responsibilities.

### Leave/Holidays

* 1. You are entitled to a casual leave of 07 days.
  2. You are entitled to 07 working days of Paid sick leave.
  3. The Company shall notify a list of declared holidays at the beginning of each year.
  4. You are entitled to an Earned leave of 10 days.

### Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

### Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment, and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

### Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward, or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

### Termination

* 1. Your appointment can be terminated by the Company, without any reason, by giving you not less than **01 month’s** prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.
  2. You may terminate your employment with the Company, without any cause, by giving no less than **01-month** prior notice or salary for the unsaved period, left after adjustment of pending Earn leaves, as on date.
  3. The Company reserves the right to terminate your employment summarily without any notice period or termination payment if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

1. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents, and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients’ business affairs.

### Confidential Information

1. 1 During your employment with the Company you will devote your whole time, attention, and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part-time or pursue any course of study whatsoever, without the Company’.
   1. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents, and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents, and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause ‘Confidential Information’ means information about the Company’s business and that of its customers which is not available to the general public and which may be learned by you in the course of your employment. This includes but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company’s products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
   2. At no time, will you remove any Confidential Information from the office without permission.
   3. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
   4. Breach of the conditions of this clause will render you liable to summary dismissal under the clause above in addition to any other remedy the Company may have against you in law.

### Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

### Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees’ benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

### Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of **Bhiwadi Alwar** only.

### Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you. Yours Sincerely

Mr. Hariom Sharma

## Director

01-06-2023

# Schedule I - Compensation Details

## Salary Structure

|  |  |
| --- | --- |
| **Basic Salary** | **12500** |
| **House rent allowance** | **4000** |
| **Conveyance allowance** | **2000** |
| **Supplementary allowance** | **5000** |
| **Food allowance** | **1000** |
| **Cloth W. Allowance** | **2000** |
| **Total Gross Salary** | **26500** |
| **Deduction Details** |  |
| **Employee PF Contribution** | **1500** |
| **Employee ESI Contribution** | **0** |
| **Employer Contribution** |  |
| **Employer PF Contribution** | **25000.00** |
| **Employer ESI Contribution** | **1625** |
| **Total CTC Per Month** | **26625** |
| **Total CTC Per annum** | **319500** |

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

# Schedule II - Employee Duties & Responsibilities

## Duties:

As Duties will be as a project manager & Project In charge

## Responsibilities:

**Maintain Project Data, Material Purchase Qty and Use Qty Stock Maintain data Sheet, Labour Work Performance data sheet, Labour Attendance Data Sheet, Preparation MIS**