Employment Bond & Refundable Security Deposit Policy

At **Rudra Technosurf pvt ltd.**, we maintain a transparent and professional process with all candidates. This policy explains the terms related to our Employment Bond and Refundable Security Deposit.

1. Employment Bond Purpose

The Employment Bond is an agreement between the company and the candidate to ensure commitment towards the employment opportunity provided by the company.

The amount collected under this bond is a **refundable security deposit** and is **not a job fee, placement fee, recruitment charge, or training fee**.

The company does not charge any training fees from candidates.

2. Refundable Security Deposit

The candidate may be required to submit a security deposit amount as part of the Employment Bond process.

The deposited amount is **100% refundable** after the candidate completes **12 months of continuous employment** with the company, subject to the terms and conditions mentioned in the Employment Bond agreement.

3. Non-Joining & Registration/Token Amount Policy

If a candidate pays any registration amount or token amount and does not join the company after confirmation/selection, the deposited bond amount will not be refundable.

However, the candidate may continue their registration process and activate their employment opportunity by completing the required payment process within **12 months from the date of registration**, subject to company approval and availability.

4. Batch Allocation

The candidate may be assigned to the next available batch or the following batch depending on availability, company requirements, and operational schedules.

Batch allocation is completely subject to availability.

5. Candidate Acceptance

By registering with **Rudra Technosurf pvt ltd.**, the candidate confirms that they have read and understood this Employment Bond & Refundable Security Deposit Policy.

The candidate acknowledges that the deposited amount is not collected as a payment for providing employment and that the company does not charge any training amount.

6. Refund in Case of Company Rejection

If the Company determines, at any stage of the recruitment or onboarding process, that the candidate is not selected or is not eligible to proceed for reasons attributable to the Company's selection decision, the refundable security deposit paid by the candidate will be refunded in full.

However, the refundable security deposit shall not be refundable, and the Company reserves the right to forfeit all or part of the security deposit, if the candidate:

* voluntarily withdraws the application;

* fails to join on the agreed joining date after selection;

* provides false, incomplete, or misleading information or documents;

* fails to submit the required documents within the stipulated time;

* discontinues the recruitment or onboarding process without the Company's written approval;

* violates any Company policy, code of conduct, or any terms and conditions of the Employment Bond Agreement;

* commits any act of misconduct, indiscipline, fraud, or unethical behaviour; or

* resigns, abandons employment, or otherwise leaves the Company before completing the minimum service period specified in the Employment Bond Agreement.

In all such cases, the refund of the security deposit shall be governed by the terms and conditions of the Employment Bond Agreement and this Policy.