



Corpsater Construction

Corpsater Construction Ltd
45 Jaffa Road Jerusalem 9434101 ISRAEL
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EMPLOYMENT OFFER LETTER

Reference Number: CC00575
Date: 28/07/2026

Company Reg. No.: C 109254

To,
Mr. PUNYAPAL
Passport Number: C8665549

We would like to take this opportunity to congratulate you on your selection and welcome you as a key member of our upcoming projects. We are confident that your contribution will help drive our group's success to new heights.

The Company has offered employment in Israel, which the Employee has accepted under the following terms.

Position Title	WELDER
Gross Salary + Net salary	2300 USD (Net salary after deductions.)
Duty Time	08:00 AM 05:00 PM
Working Hours	45-50 Hours Per Week
Working Days Per Week	6
Offer Letter Date	28-07-2026
Contract Status	Full-Time
Place of Work	Israel
Department	Construction

Start Date: Your official date of commencement shall be determined upon your formal acceptance of this employment offer and the successful completion of all required pre-employment formalities and documentation. These formalities may include, but are not limited to, background verification, submission of statutory documents, medical clearance (if applicable), and compliance with all regulatory requirements.

Your employment with the Company shall formally commence immediately upon the issuance and approval of your valid Work Permit ID and the Israeli National Long-Stay (D) Visa by the competent authorities, including the Israeli Embassy. Any delay in obtaining the required governmental approvals may result in a corresponding adjustment of the joining date, without affecting the validity of this offer.

Please be advised that the compensation outlined in this offer is subject to all applicable Israeli income tax laws, statutory deductions, and governmental regulations in force at the time of employment. The Company shall comply fully with all legal obligations concerning payroll processing and tax withholding.

All mandatory deductions, including income tax and any other applicable statutory contributions, shall be lawfully withheld by Corpsater Construction from your Gross Salary + Net salary on a monthly basis and remitted to the appropriate governmental authorities on your behalf. You shall be responsible for any

additional personal tax liabilities arising under applicable law.

Working Hours & Overtime Policy

You shall be required to work a total of forty-fifty (40-50) hours per week, as scheduled and assigned by your immediate supervisor or reporting manager, in accordance with operational requirements and Company policies. Your daily working schedule, including start and end times, may be determined by management based on business needs.

Any hours worked in excess of forty-fifty (40-50) hours per week shall be considered overtime and shall be compensated at the rate of one and a half (1.5) times your regular hourly rate of pay, in strict compliance with applicable labor laws and statutory regulations.

Overtime work, when required, must be authorized in advance by your supervisor or the designated authority. The Company reserves the right to adjust working schedules, shifts, or operational hours in accordance with business demands, subject to applicable labor laws.

Other Benefits:

You will also be entitled to additional benefits such as free transportation, group medical insurance, and accidental insurance, in accordance with Israel labour law.

Company Benefits & Policies

Accommodation	Provided By The Company
Food	Provided By The Company
Transportation	Provided By The Company
Health insurance	Provided By The Company
Leave Policy	30 days of Paid leave. Air ticket
Clothing	As Per Company Policy
Other Benefits	As Per Israel Labour Law

Accommodation

In addition to your basic salary and agreed compensation package, the Company shall provide you with complimentary meals and accommodation during the course of your employment.

You will be entitled to free meals throughout the day, including breakfast, lunch, and dinner, in accordance with Company policy and site regulations.

Furthermore, the Company shall provide shared accommodation facilities, arranged with employees of the same grade or designation level. The accommodation provided shall be maintained in accordance with Company standards and applicable regulations.

All food and accommodation benefits shall be provided solely for the duration of your active employment and in accordance with Company policies, which may be amended from time to time.

Vacations / Leaves

You will be entitled to vacation leave of 30 days per year in accordance with Israeli labour law. Vacation leave may be taken in two equal parts, i.e., 15 days after every six (6) months of employment. You will also be entitled to public holidays and sick leave, as applicable, in case of medical or emergency needs.

Please note that this offer of employment shall not be construed as an employment agreement and is not intended to imply any specific term of employment. Employment with Corpsater Construction is at will, which means that employment may be terminated by either the Employer or the Employee at any time, with or without cause, with or without notice, and without any severance obligation, except as expressly stated in a written employment agreement.

All offers of employment are contingent upon the satisfactory completion of Corpsater Construction's pre-employment screening process, which may include medical examinations, drug testing, and/or security clearance, as required for the position. Please carefully review the requirements included with this letter, as they contain important information regarding conditions of employment and other applicable contingencies.

Corpsater Construction has no interest in, and will not accept, any proprietary or confidential information belonging to your previous employer or any third party. Corpsater Construction understands that you may be subject to certain agreements related to the non-disclosure of confidential or proprietary information and expects full compliance with such obligations.

Non-Disclosure & Pre-Employment Conditions

By signing this letter, you agree to comply with all non-disclosure and non-solicitation agreements in place with your previous employers. In addition, you agree to provide copies of any such agreements to Corpsater Construction upon returning this signed offer letter, so that Corpsater Construction may take appropriate steps to ensure compliance.

Please carefully review the requirements outlined below, as they contain important information regarding conditions of employment and other possible contingencies.

All Corpsater Construction employment offers are contingent upon the verification of the information provided in your employment application, as well as the successful completion of medical examinations, drug testing, and security processing (if required for your position). Failure to participate in the required medical or drug testing within the designated time period may result in the withdrawal of this employment offer.

Please do not give notice to your current employer until confirmation is received that you have successfully completed the pre-employment screening process. At that time, a member of our team will contact you to schedule your first day of work.

This Offer Is Specifically Contingent Upon the Following Conditions:

- Favorable results of a background investigation
- Favorable results of a medical examination
- Position funding and availability, and client acceptance of your credentials upon completion of all pre-employment requirements
- Granting of site access, including applicable Israeli visas, permits, and security clearance requirements

Kindly sign and return this offer within seven (7) days from the date of issuance. If the signed copy is not received within this period, the offer will automatically expire and shall be considered null and void.

Yours sincerely,




Carolynn Henderson

Senior HR Manager

Human Resources Department

CORPSATER CONSTRUCTION




Candidate Acknowledgment & Acceptance

I hereby confirm my acceptance of the terms and conditions outlined in this Employment Offer Letter.

Signature: _____

Full Name: PUNYAPAL

Date: _____

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Corpsater Construction is a global infrastructure and real estate company operating across multiple continents, involved in infrastructure, real estate development, energy, and concessions.