

**Fidelis**  
Services Redefined



**Fidelis Corporate Solutions Pvt. Ltd.,**

No. 557 'SAN DIEGO', 2nd Floor, 6th Main Road,  
1st Block, Koramangala, Bangalore- 560034,  
Karnataka, India

Phone : 080-41502234 / 36  
Email : info@fidelisgroup.in  
Website : www.fidelisgroup.in

CIN No - U74110KA2010PTC053482

Date: 09 July 2019

J Sunny Dahit

S/O-Jalandhar Dahit, #145/1 19 1st main Krishnappa Compound, near Government School, Koramangala, Bangalore South, Bangalore ,  
Karnataka-560034

Dear J Sunny Dahit

Subject: Appointment as Technical Support Engineer-L1

Further to our earlier letter, the Management is pleased to appoint you as Technical Support Engineer-L1 with effective from 09 July 2019.

Your monthly compensation would be Rs. 21670/-of Cost to Company which includes the following:

- 1) Provident Fund benefits by the Company.
- 2) Employees State Insurance by the Company.

Please return the duplicate copy of this letter duly signed in token of your acceptance. Together with the following necessary documents:

- 01 Copies of Educational/Technical Courses
- 02 Copy of PAN Card
- 03 Copy of Passport
- 04 2 Passport sized photographs
- 05 Last pay slip
- 06 Resignation copy and relieving letter
- 07 PF and ESI declaration to be submitted at the time of joining
- 08 Reference details – The appointment shall be subject to satisfactory reference check.

Your appointment is subject to being able to provide the above mentioned documents and subsequent to back ground verification.

We welcome you to the FIDELIS family and hope for a long and happy association with you in the future.

Welcome aboard!

Yours Faithfully

For Fidelis Corporate Solutions Pvt. Ltd.,



Raghavendra Mesta

VP- HR & Operations

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**ANNEXURE - A**

Employee Name :J Sunny Dahit  
Date Of Appointment :09 July 2019

Designation :Technical Support Engineer-L1

**Salary break-up:**

Details	Per Month(Rs)	Per Annum(Rs)
Basic	15,000.00	1,80,000.00
HRA	4,002.00	48,024.00
<b>Gross Pay</b>	<b>19,002.00</b>	<b>2,28,024.00</b>
Empl PF	1,800.00	21,600.00
Empl ESI	143.00	1,716.00
Empl PT	200.00	2,400.00
<b>Take Home</b>	<b>16,859.00</b>	<b>2,02,308.00</b>
Company PF	1,950.00	23,400.00
Company ESI	618.00	7,416.00
Medical Insurance	100.00	1,200.00
<b>Cost To Company</b>	<b>21,670.00</b>	<b>2,60,040.00</b>

Note: CTC includes all allowances and statutory components (Employer and Employee contribution of PF, ESI, PT and Bonus paid as advance on monthly basis).

The salary is subjected to Income Tax deduction (if applicable) as per the regulation of the Government of India. Your salary is strictly confidential. The salary slip would be sent to your email ID provided in the resume submitted to us at the time of joining.

Salary is inclusive of all statutory payments and the same would be credited your account (Account Number to be intimated by you) in the form of amount transfer or cheque payment as the case may be.



Authorized Signatory

Acceptance by the Employee

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## Terms and Conditions

### 1. Duties and Responsibilities.

This is an executive position involving continuous responsibility and does not entitle you to any compensation for overtime. The work environment requires flexibility and you will need to undertake additional related duties from time to time, which may include local as well as overseas travel.

In addition to the above you shall perform such duties as the Employer may assign to you from time to time.

The Employer reserves the right to transfer you within its offices in India or abroad. The Employer may also transfer you from one department / unit to another (either existing or to be set up in future) or to a group entity of the Employer, at the Employer's sole discretion. Any such transfer shall be on the same terms and conditions as are specified herein. The Employer also reserves its right to depute you in any other company or entity, for providing the required services that may be decided between the Employer and the Company.

During the course of such deputation you will carry out all reasonable and lawful instructions given either verbally, in writing or through any electronic medium by the authority to whom you report to in the in the Company.

### 2. Responsibility on deputation:

During the course of your employment, the employer may depute you to work at their customer or business partner organizations. You shall not under any circumstance or at any point in time claim or demand to be on the rolls of the company where you are deployed, as an employee of that company or claim any benefits of employment from that company.

Any benefit or emolument that you may receive during your period of deputation in a company for providing services, shall not be construed to imply a employer -employee relationship between such company and you.

### 3. Conduct and Discipline:

You agree to devote your full business time, attention, skill, and effort exclusively to the performance of the duties that the Employer may assign to you from time to time. You may not engage in any business activities or render any services of a business, commercial, or professional nature, directly or indirectly, whether or not for compensation, for the benefit of anyone other than the Employer, unless the Employer has given its consent in writing in advance.

During your employment, you agree not to undertake any activity, which creates, or could create, an actual or perceived conflict of interest with your employment, or which in any way compromises your duty of loyalty to the Employer.

You may not enter into any pecuniary obligations that would render you financially embarrassed. You will be expected to disclose certain financial transactions and agree to abide by the Employer's policies and procedures related to conflicts of interest, ethics and insider dealings.

You shall not sign any agreement, document or letter on behalf of the Employer, unless authorized in writing by Managing Director of the Employer. Please note that if you sign any such document without obtaining the requisite authorization, all obligations incurred in respect of the same shall be treated as your personal responsibility, and you shall indemnify and keep the Employer indemnified from all liabilities and responsibilities that may be incurred in connection with the same.

The Employer shall not be responsible or liable to any company to which you have been deputed for providing services, for any acts of misfeasance or malfeasance, committed by you during the course of your deputation in such company. You shall be personally responsible and liable to the company, for such acts of malfeasance or misfeasance that may be committed by you during your deputation in such company.

You agree to comply with such rules and regulations as the Employer may adopt from time to time.



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#### 4. Termination:

Under this employment agreement you will have an option of terminating the employment. You may exercise this option by providing the Company thirty days written notice. During the period covered by the Minimum Notice (the Notice Period), you (i) shall remain employed by the Company and its Subsidiaries and (ii) shall not commence employment with any other employer or directly or indirectly induce or solicit any client of the Company or any of its subsidiaries to terminate or modify its relationship with any of them.

Your employment may, however, be terminated forthwith without notice or payment in lieu of notice should you be found guilty of any breach or neglect of any of the terms of this letter, or of any of the duties expressed or implied in this letter or any duties which may from time to time be assigned to you by the Employer.

Termination could also happen if back ground verification is not clear. Any termination or resignation happening within a year of joining the organization would lead to a deduction of back ground verification charges incurred which is done by a Third-party vendor.

In the event of the termination of your employment pursuant to this clause, you shall be paid all remuneration which may be due to you till the date of termination and such amount shall be received by you in full satisfaction and discharge of all claims and demands whatsoever which you may otherwise have against the Employer in connection or arising out of this letter or your employment hereunder but without prejudice to any claim the Employer may have against you arising out of any breach or non-performance by you of any of these obligations under this letter.

Upon the termination of your employment for whatever reason, you shall immediately deliver to the Employer all records, documents, plans, letters, papers, computer files and other materials of every description (including all materials made or compiled by you, as well as to all materials furnished to you by anyone else in connection with your employment and all copies of or extracts of any such materials) within your possession or control relating to the affairs and business of the Employer.

#### 5. Representations and Warranties:

You represent and warrant to the Employer that: (1) you are free to enter into employment with the Employer without violation of any third party rights and that your employment with Employer will not result in a violation of any agreement or restrictive condition you may have with any third party including any former employer; (2) you are not a party to any arrangement or agreement which will compromise your ability to carry out your duties for Employer; (3) all information provided by you to the Employer, including information set forth in your resume, information provided during the interview process and information in any employment application, is truthful and accurate; and (4) you will not disclose to the Employer, or induce the Employer to use, any confidential or proprietary information or materials belonging to any third party, including any previous employers.

#### 6. Confidentiality:

In the course of your work for the Employer, you are likely to become aware of information which is commercially sensitive or valuable to the Employer (and/or its group entities) concerning its organisation, marketing, finance or other affairs.

You are precluded from:

- Revealing any such information, directly or indirectly to anyone without express written authority of the Employer.



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- Using or attempting to use such information in any manner which may injure or cause loss either directly or indirectly to the Employer (and/or its Group Entities) or any of its / their business (es).

You also agree to keep confidential all matters pertaining to your salary, increases in salary, any bonuses, stock options you may be granted, etc. The obligation to keep information confidential continues even after termination of employment.

### **7. Non-compete:**

Your position with the Employer requires considerable responsibility and trust. Relying on your undivided loyalty, the Employer expects to entrust to you highly sensitive confidential, restricted, and proprietary information involving the Employer business. It could prove very difficult to isolate this confidential information from business activities that you might consider pursuing after termination of your employment with the Employer, and in some instances, you may not be able to compete with the Employer in certain ways because of the risk that the Employer's confidential and proprietary information might be compromised. You are legally and ethically responsible for protecting and preserving Employer's confidential information and proprietary rights for use only for the Employer's benefit, and this responsibility may impose limitations on your ability to pursue certain business opportunities that might interest you during or after your employment.

### **8. Coverage of Mediclaim and Accidental Insurance:**

You are covered under Group Medical Insurance and Accidental Insurance Policy while on duty, up to a maximum limit of Rs.100, 000/- and a sum of Rs.100,000/ - respectively per annum, subject to the terms and conditions of the Insurance Company.

### **9. Your salary is strictly confidential.**

### **10. The offer is subject to satisfactory investigation of the following credentials produced by you at the time of joining.**

- Proof of age;
- Entry Qualification Certificate(s);
- Salary and Services certificate(s) from the last employer.

### **11. All disputes are subject to Bangalore (Karnataka) Jurisdiction only**

Other conditions of your engagement will be based on the rules in force and as modified from time to time.

### **DECLARATION**

I hereby declare and affirm that I have carefully studied and understood the terms and conditions of employment and I Undertake to abide by the said terms and conditions.

Name:

Signature:

Date: