

11-Sep-2025
Panduranga A
Peenya Office

Dear Panduranga A ,

This is in reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization as Officer - Quality-Quality Assurance based at Peenya Office.

Please note that this is merely an Offer Letter. The Company's Standard Appointment Letter containing complete terms and conditions of employment will be issued to you on your joining the company.

Your appointment and placement on the rolls of the Company is based on the understanding that all the information given in your letters, in your Application Form and during interviews/discussions is correct, true and complete. Reference/Background check will be done within a week's time of you joining us. If it is found at any time that the information given by you is not correct, true and complete, the Company has the right to either withdraw and cancel this offer or terminate your appointment with us at any time without any notice or compensation whatsoever, after you have taken up employment with us.

You are requested to communicate your date of joining at the earliest.

You are required to submit the following documents at the time of joining:

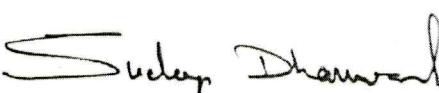
- Joining confirmation e-mail
- Passport size color Photograph – 2 nos.
- Cancelled cheque / Passbook front page copy
- Copy of PAN card & Aadhar
- Photocopy of Educational Certificates: Proof of examination/s passed, indicating the name of the institute and percentage of marks obtained etc.
- Copy of Resignation acceptance & Relieving letter from last employer
- Last Drawn Salary Slip
- Provisional Income & Tax deducted certificate from the last employer (if applicable)

As a process, your Background Verification will be conducted post your joining. If it is found at any time, that the information given by you is not correct, true or complete, the Company has the right to take appropriate action.

You agree to cooperate fully in these procedures and your employment is subject to the company approving the outcome of those checks, at the discretion of the organization

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours Faithfully,
For Healthium Medtech Limited



Sudeep Dhariwal
Group Chief Financial Officer

Healthium Medtech Limited

Corporate Office: Healthium Medtech Ltd, 8th Floor, Incubex Workspaces, Brigade Triumph, Dasarahalli Main Road, Sector - B, Hebbal, Bengaluru, Karnataka - 560092, India.
Registered Office: 472/D, 13th Cross, 4th Phase, Peenya Industrial Area, Bengaluru, Karnataka - 560 058, India. | Tel: +91 80 4186 8000 | Email: care@healthiummedtech.com
www.healthiummedtech.com | CIN : U03311KA1992PLC013831

Annexure : Panduranga A

Name of the Candidate	Panduranga A
Designation Offered	Officer - Quality
DOB	09-May-1998
Grade	Band 2
Previous Employer	HML - Fidelis
Experience in Years	6 Years
Branch / HQ	Peenya Office

Sl.No	Salary Components	Per Annum	Per Month
1	Basic Pay	2,18,500	18,208
2	House Rent Allowance	87,400	7,283
3	Flexi Pay	67,190	5,599
(A)	Total Fixed Gross	3,73,090	31,090
1	Provident Fund (Employer)	23,400	1,950
2	Gratuity *	10,510	876
(B)	Total Retirals	33,910	2,826
1	Variable Pay **	-	-
(C)	Total Compensation	30,000	2,500
(D)	Total Fixed Pay (A+B+C)	4,37,000	36,416
(E)	Other Benefits (GMC,GTI,GPA)	21,000	1,750
(F)	Cost To Company (D+E)	4,58,000	38,166

Note : Income Tax deduction is subject to Declaration/Investment Submission

* **Gratuity** - Payable as per Gratuity Act

** Variable - As per Company's Variable Pay Policy, subject to change as per management's discretion.

* Any amount paid or reimbursed in lieu of Notice period or Relocation assistance, at the time of joining, shall be recovered fully incase of a voluntary exit before completion of 1 year. After completion of 1 year and before 2 years , the recovery will be prorated as applicable.

Benefits:

- In addition to the above you and your family (spouse + 2 kids) will be covered under Group Mediclaim Policy of Rs. 5,00,000/-.
- Group Personal Accident Policy coverage for self of 3 times the annual CTC.
- Group Term Life Insurance for self - Minimum coverage Rs. 10,00,000/- (Max - 1 time of your Fixed salary)

Healthium Medtech Limited

Corporate Office: Healthium Medtech Ltd. 8th Floor, Incubex Workspaces, Brigade Triumph, Dasarahalli Main Road, Sector - B, Hebbal, Bengaluru, Karnataka - 560092, India.

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www.healthiummedtech.com | CIN : U03311KA1992PLC013831

PA Pandu A

Reply Reply all Forward ...

Thu 18/09/2025 17:07

To: admin@fidelisgroup.in; ramya.k@fidelisgroup.in; Deva Kumar <devakumar.m@fidelisgroup.in>
Cc: Pradeepa C T; Anil Kumar R; Keerthana Y R; Pratap Balkrishna Pokale

Dear Sir / Madam,

I hope this message finds you well.

Please accept this email as my formal notice of resignation from my position at FIDELIS TECHNOLOGY SERVICES PRIVATE LIMITED.

My last working day will be 20th September 2025.

I am grateful for the opportunities and experiences I have gained during my tenure here (6th Sep 2022 to Till). I truly appreciate the support and growth that Fidelis has offered me. I am moving on to explore a new opportunity that aligns with my career goals.

Thank you once again for all the support and encouragement.

Name: Panduranga A

Employee id No: 16607

Regards,

Pandu Divakar

Trainee - Quality Assurance

Mob No.: 8496928708, Ext : 208

**FIDELIS TECHNOLOGY SERVICES PRIVATE LIMITED**

Block - 4, Ajmera Nucleus, 5th Floor, Electronic City Phase 2, Bengaluru, Karnataka 560100

Payslip for the month of August 2025

Name:	PANDURANGA A [16607]		Bank Name:	State Bank of India
Join Date:	06 Sep 2022		Bank Account No.:	35204931778
Designation:	TRAINEE		IFSC Code:	SBIN0040103
Client Name:	HEALTHIUM MEDTECH PVT. LTD		PF No.:	BG/BNG/0044594/000/0025658
Work Place:	HEALTHIUM MEDTECH		PF UAN:	101474641876
Effective Work Days:	31		ESI No.:	5042638504
Days In Month:	31		PAN No.:	DINPA6377N
LOP:	0		Aadhar No.:	
Earnings	Rate	Amount	Deductions	Amount
BASIC	18500	18500	PF	1800
HRA	7400	7400	PROF TAX	200
SPECIAL ALLOWANCE	935	935	OTHER DEDUCTION	198
OT	5915	5915		
Total Earnings: Rs.	32750	32750	Total Deductions: Rs.	2198
Net Pay:	30552			
<i>(Rupees Thirty Thousand Five Hundred Fifty Two)</i>				

**FIDELIS TECHNOLOGY SERVICES PRIVATE LIMITED**

Block - 4, Ajmera Nucleus, 5th Floor, Electronic City Phase 2, Bengaluru, Karnataka 560100

Payslip for the month of July 2025

Name:	PANDURANGA A [16607]		Bank Name:	State Bank of India
Join Date:	06 Sep 2022		Bank Account No.:	35204931778
Designation:	TRAINEE		IFSC Code:	SBIN0040103
Client Name:	HEALTHIUM MEDTECH PVT. LTD		PF No.:	BG/BNG/0044594/000/0025658
Work Place:	HEALTHIUM MEDTECH		PF UAN:	101474641876
Effective Work Days:	31		ESI No.:	5042638504
Days In Month:	31		PAN No.:	DINPA6377N
LOP:	0		Aadhar No.:	
Earnings	Rate	Amount	Deductions	Amount
BASIC	18500	18500	PF	1800
HRA	7400	7400	PROF TAX	200
SPECIAL ALLOWANCE	935	935	OTHER DEDUCTION	225
OTHER EARNINGS	4550	4550		
Total Earnings: Rs.	31385	31385	Total Deductions: Rs.	2225
Net Pay:	29160			
<i>(Rupees Twenty Nine Thousand One Hundred Sixty)</i>				

**FIDELIS TECHNOLOGY SERVICES PRIVATE LIMITED**

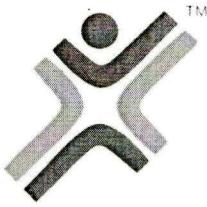
Block - 4, Ajmera Nucleus, 5th Floor, Electronic City Phase 2, Bengaluru, Karnataka 560100

Payslip for the month of June 2025

Name:	PANDURANGA A [16607]	Bank Name:	State Bank of India
Join Date:	06 Sep 2022	Bank Account No.:	35204931778
Designation:	TRAINEE	IFSC Code:	SBIN0040103
Client Name:	HEALTHIUM MEDTECH PVT. LTD	PF No.:	BG/BNG/0044594/000/0025658
Work Place:	HEALTHIUM MEDTECH	PF UAN:	101474641876
Effective Work Days:	30	ESI No.:	5042638504
Days In Month:	30	PAN No.:	DINPA6377N
LOP:	0	Aadhar No.:	

Earnings	Rate	Amount	Deductions	Amount
BASIC	18500	18500	PF	1800
HRA	7400	7400	PROF TAX	200
SPECIAL ALLOWANCE	935	935	OTHER DEDUCTION	189
OT	4355	4355		
Total Earnings: Rs.	31190	31190	Total Deductions: Rs.	2189

Net Pay: **29001***(Rupees Twenty Nine Thousand One)*



Letter of Increment

Date: 26-05-2025

Dear Panduranga A,

Subject: Revision of Salary Structure.

Further to our discussion, the Management is pleased revised your salary effective from 1st April 2025.

Your revised monthly compensation would be Rs. 31,555/- on the basis of Cost to Company.

You will be paid gross emoluments as detailed in Annexure – A.

Please return the duplicate copy of this letter duly signed in token of your acceptance.

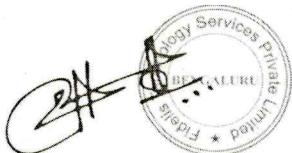
We congratulate you on your increment and wish you a long and successful career with us.

We are confident that your contribution will take us further in our journey towards becoming world leaders.

We assure you of our support for your professional development and growth.

Yours Faithfully

For Fidelis Technology Services Pvt Ltd.,

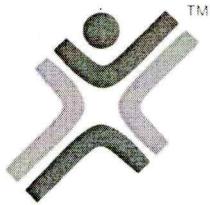


Udaya M
Senior Manager - HR & Operations

Fidelis Technology Services Pvt. Ltd.

Ajmera Nucleus, 5th Floor, Commercial Building Block – 4, Electronic City Phase 2,
Bengaluru, Karnataka 560100. Ph : +91 80359 1000

Email: Info@fidelisgroup.in website : www.fidelisgroup.in GST: 29AABC5550A1ZZ CIN: U72100KA2010PTC053482



Annexure - A

Employee Name: Panduranga A

Designation: Trainee

Date of Increment: 1st April 2025

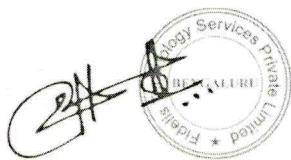
Salary Break-up

Details	Per Month(Rs)	Per Annum(Rs)
Basic	18,500.00	222,000.00
HRA	7,400.00	88,800.00
Special Allowance	935.00	11,220.00
Gross Pay	26,835.00	322,020.00
Empl PF	1,800.00	21,600.00
PT	200.00	2,400.00
Take Home	24,835.00	298,020.00
Empr PF	1,950.00	23,400.00
Medical Insurance	270.00	3,240.00
St. Bonus	2,500.00	30,000.00
Cost to Company	31,555.00	378,660.00

Note: CTC includes all allowances and statutory components (Employer & Employee contribution of PF, & 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.



Udaya M
Senior Manager - HR & Operations


Acceptance by the Employee

Fidelis Technology Services Pvt. Ltd.

Ajmera Nucleus, 5th Floor, Commercial Building Block -4, Electronic City Phase 2,
Bengaluru, Karnataka 560100. Ph : +91 80359 1000

Email: Info@fidelisgroup.in website : www.fidelisgroup.in GST:29AABC5550A1ZZ CIN:U72100KA2010PTC053482