# PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT



HEI code: C-18014 NAAC DVV Cycle - 1

# Criteria No: 5 STUDENT SUPPORT AND PROGRESSION

5.2.1

PERCENTAGE OF PLACEMENT OF OUTGOING STUDENTS AND STUDENTS PROGRESSING TO HIGHER EDUCATION DURING THE LAST FIVE YEARS

5.2.1(2)

OFFER LETTERS OF THE PALCED STUDENTS AND ADMISSION LETTERS OF THE STUDENTS ENROLLED IN HIGHER EDUCATION DURING A.Y. 2021-22



Approved by AICTE, New Delhi, Affiliated to JNTUK, Kakinada 5<sup>th</sup> Mile, Pulladigunta(V), Kornepadu(P), Vatticherekuru(M) Guntur (Dt)-52201791333319 pitmgnt.ac.in

gk.principal@intuk.edu.in



# PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

5th mile, PULLADIGUNTA, Kornepadu (V), Vatticherikur (M), GUNTUR-522017 (A.P.)

Approved by AICTE, Affiliated to INTUK

www.pitmgnt.ac.in

# List of Students Placed in the Academic Year 2021-2022

S.No	Name Of the Student	Branch	Company	Pay Package (In
				Rs.per Annum)
1	A. Ramya	CSE	Cognizant	7,46,868
2	A.chandana	CSE	Cognizant	7,46,868
3	CH.siva	CSE	Cognizant	7,46,868
4	K.venkata subbarao	CSE	Cognizant	7,46,868
5	k.Haribabu	CSE	Cognizant	7,46,868
6	M.Nagendrababu	CSE	Cognizant	7,46,868
7	K.Kondababu	CSE	Cognizant	7,46,868
8	R.Roshini	CSE	Cognizant	7,46,868
9	K.Narendra	CSE	Cognizant	7,46,868
10	J.Dinesh	CSE	Cognizant	7,46,868
11	B.nagarjuna .	ECE	Cognizant	7,46,868
12	K.Prakash	ECE	Cognizant	7,46,868
13	P.Sai prakash	ECE	Cognizant	7,46,868
14	P.Sivakumar	ECE	Cognizant	7,46,868
15	D.Giridhar jayanth	ECE	Cognizant	7,46,868
16	K.Avinash	ECE	Cognizant	7,46,868
17	SK.Munaf	ECE	Cognizant	7,46,868
18	K.Nageswara rao	ECE	Cognizant	7,46,868
19	P.Sankara rao	ECE	Cognizant	7,46,868
20	B.Jagadesh	ECE	Cognizant	7,46,868
21	A.Sai Venkata Kumar	EEE	Cognizant	7,46,868
22	K.Nagarjuna	EEE	Cognizant	7,46,868



# PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

5th mile, PULLADIGUNTA, Kornepadu (V), Vatticherikur (M), GUNTUR-522017 (A.P.)

#### Approved by AICTE, Affiliated to INTUK

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	www.jilmgntacin				
23	V Venkatesh	EEE	Subex	4,00,000	
24	V.Rama Krishna	EEE	Subex	4,00,000	
25	B.Pavan Kumar	EEE	Subex	4,00,000	
26	G.Venkatesh	EEE	Subex	4,00,000	
27	M.Neeraja	EEE	Accord	7,50,000	
28	N.Raju	EEE	Accord	7,50,000	
29	N.Anil Kumar	EEE	Accord	7,50,000	
30	P.Archana	EEE	Subex	4,00,000	
31	Ch.Sandeep	MECH	Subex	4,00,000	
32	D.Bala Krishna	MECH	Subex	4,00,000	
33	M.Divakar Naik	MECH	Subex	4,00,000	
34	P.Sai Teja	MECH	Accord	7,50,000	
35	M.Ravi Varma	MECH	Accord	7,50,000	
36	S.Venu	MECH	Accord	7,50,000	
37	Sk.Kalesha	MECH	Subex	4,00,000	
38	B.Aravind	MECH	Subex	4,00,000	
39	B.Anantha Rao	CIVIL	Subex	4,00,000	
40	B.S.rohith Kumar	CIVIL	Accord	7,50,000	
41	G.Prasad	CIVIL	Accord	7,50,000	
42	M.Sidhu	CIVIL	Accord	7,50,000	
43	P.Venkata Sai Kumar	CIVIL	Accord	7,50,000	
44	Sk.Esub vali	CIVIL	Subex	4,00,000	
45	Sh.Shabana	CIVIL	Subex	4,00,000	
46	T.Vasantha Reddy	CIVIL	Subex	4,00,000	
47	M.Tanuja	CIVIL	Subex	4,00,000	
48	V.Pavan Kumar	CIVIL	Accord	7,50,000	
49	Sk. Dadapeer	CSE	Subex	4,00,000	
-					

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Puhadigunta,
KORNEPADU (VII), Vatticherukuru (Mi

26-Nov-2022

A.Ramya



Dear Ramva.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

Name:

A.Ramya

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

**PRINCIPAL** PRIYADARSHINI INSTITUTE ( TECHNOLOGY & MANAGEME! Designation: Associate - Trojans Pulladigunta.

KORNEPADU (Vil), Vatticherukuru (N **GUNTUR - 522 017** 

		C	Cognizant	
SI. No.	Description	Monthly	Yearly	
1	Basic	23075	276,900	
2	HRA*	13845	166,140	
3	Conveyance Allowance*	800	9,600	
4	Medical Allowance*	1250	15,000	
5	Company's contribution of PF#	2769	33,228	
6	Advance Statutory Bonus***	2000	24,000	
7	Special Allowance*	13125	157,500	
	Annual Gross Compensation		6,82,368	
	Incentive Indication (per annum)**		45,000	

7,27,368

19,500

7,46,868

As an associate you are entitled to the following additional benefits:

Company's contribution towards benefits (Medical, Accident

Floating medical insurance coverage

and Life Insurance)

**Annual Total Compensation** 

**Annual Total Remuneration** 

- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and Entered Polytism and Scheme, "Monthly Gross Salary" as stated in "Compensation and Bayante Olytism attement excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered Hulls deskuru (M) not include payments made through "Special Payout.

KORNEPADU (Vil). Valticher (M) CUNTUR - 522 017

24-Nov-2022

A.Chandana



Dear Chandana.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

Name:

A.Chandana

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT

Designation: Associateva Projects erukuru

KORNEPADIOVIII. PARTEUR (M)
GUNTUR - 522 017

SI. No.	B	9.1124114	
	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- · Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

## Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days

• From date of joining, women associates will be entitled to maternity leave based or religibility TECHNOLOGY & MANAGE specified in the Maternity Benefit (Amendment) Act

• In addition to the above, as per Cognizant policy, you are eligible for child adoption to the conditions on analised in the conditions of the condit paternity leave by adhering to the conditions as specified in the India Leave Follows - 522 017

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

26-Nov-2022

Ch.siva



Dear Siva.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

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- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

Name: Ch.Siva

PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT Designation:

Associate liprofella digunta. KORNEPADU (Vil), Vatticherukuru (M)

**GUNTUR - 522 017** 

Cognizant SI. No. Description Monthly Yearly 1 **Basic** 23075 276,900 2 HRA\* 13845 166,140 3 Conveyance Allowance\* 800 9,600 4 Medical Allowance\* 1250 15,000 5 Company's contribution of PF # 2769 33,228 6 Advance Statutory Bonus\*\*\* 2000 24,000 7 Special Allowance\* 13125 157,500 **Annual Gross Compensation** 6,82,368 Incentive Indication (per annum)\*\* 45,000 **Annual Total Compensation** 7,27,368

19,500

7,46,868

As an associate you are entitled to the following additional benefits:

Company's contribution towards benefits (Medical, Accident

Floating medical insurance coverage

and Life Insurance)

**Annual Total Remuneration** 

- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

 From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension FURL AND STITUTE OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Petalis Opy this 1 Action EMENT excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered Principles of the Constant of t

26-Nov-2022

K.Venkata Subba Rao



Dear Subba rao,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

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We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditional INSTITUTE OF PRIVADARS MANAGEMENT TECHNOLOGY & MANAGEMENT TECHN

Date: TECHNOLOGY & Pulladigunta,
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (M)

**Compensation and Benefits** 

Name: K. Venkata Subba Rao Designation: Associate - Projects

Cognizant SI. No. Description Monthly Yearly 1 Basic 23075 276,900 2 HRA\* 13845 166,140 3 Conveyance Allowance\* 800 9,600 4 Medical Allowance\* 1250 15,000 5 Company's contribution of PF # 2769 33,228 6 Advance Statutory Bonus\*\*\* 2000 24,000 7 Special Allowance\* 13125 157,500 **Annual Gross Compensation** 6,82,368 Incentive Indication (per annum)\*\* 45.000 **Annual Total Compensation** 7,27,368 Company's contribution towards benefits (Medical, Accident and Life Insurance) 19,500

As an associate you are entitled to the following additional benefits:

Floating medical insurance coverage

**Annual Total Remuneration** 

- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

7,46,868

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave ~ 18 days
- Sick Leave 12 days
- Casual Leave 6 days

PRINCIPAL • From date of joining, women associates will be entitled to maternity leave the second state of joining, women associates will be entitled to maternity leave the second state of joining, women associates will be entitled to maternity leave the second state of joining, women associates will be entitled to maternity leave the second state of joining, women associates will be entitled to maternity leave the second state of joining, women associates will be entitled to maternity leave the second state of joining.

• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave attributions as specified in the India Leave Policicunture - 522 017

# Provident Fund Wages:

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

26-Nov-2022

K.Haribabu



Dear Haribabu.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

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We request that you join us on or before 27-Aug-2023.

#### Please note:

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We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: K.Haribabu

Designation: Assurate

PRINCIPAL WARASHINI INSTITUTE OF WARASHINI MANAGEMENT

TECHNOLOGY Bulladigunta.

5th Mile, Pulladigunta.

KORNEPADU (Vil), Vatticherukuru (MI

26-Nov-2022

M.Nagendra babu



Dear Nagendra babu,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

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If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP** -- Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name:

M.Nagendra Babu

Designation:

PRIVADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT ASSOCIATE Mile, Pulladigunta, KORNEFADU (PRESENTICHERUKURU (M) GUNTUR - 522 017

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
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- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

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# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and REDITUTE OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Compensation and Benefit Of Gross Salary" as stated in "Co

26-Nov-2022

K.Kondababu



Dear Kondababu.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

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We request that you join us on or before 27-Aug-2023.

#### Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: K.Kondababu

Designation:

PRIVADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, 5th Mile, Valticherukuru (M) ASSOCIATE OF PRIVATES 522 017

SI. No.	Description	Monthly	Yearty
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

 From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave -- 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and
  paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund Part of Scheme, "Monthly Gross Salary" as stated in "Compensation and Belief Court Report Part of Excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered This coesikuru (M) not include payments made through "Special Payout.

KORNEPADU (VIII) - 522 017

26-Nov-2022

R.Roshini



Dear Roshini.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

AVP - Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

Name: R.Roshini

Designation:

PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT Associate5th Mile Pulladigunta, KORNEPASU (VIII), Vatticherukuru (M)

GUNTUR - 522 017

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF#	2769	33,228
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7	Special Allowance*	13125	157,500
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	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

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- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

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- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension PRINT AND TENTE OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Residence of School Sc

26-Nov-2022

K.Narendra



Dear Narendra.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP** ~ Talent Acquisition

Name:

K.Narendra

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT

5th Mile, Pulladigunta, Designation: Associate PRoviewth, Vatticherukuru (M)

**GUNTUR - 522 017** 

SL No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
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	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

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- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
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- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fluvi and TEDLTE OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Partie Great Allowance," will be considered until country excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered until country not include payments made through "Special Payout.

KORNEPADU (Vii), Vaticher (Min)

26-Nov-2022

J.Dinesh



Dear Dinesh.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

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- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Taient Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

Name: J.Dinesh Designation: PMS

5th Mile, Pulladigunta, KORNEPADU (VII), Vatticherukuru (M) GUNTUR - 522 017

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

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- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Functional EPH OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benatis Hot In Recement excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered in the state of the purpose of computing as stated in "Compensation and Benatis Hot In Recement excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered to the Provident Fund, Pension Fund to Figure 1971 and EPH OF Scheme 1971 and EPH OF Sch

26-Nov-2022

B.Nagarjuna



Dear Nagarjuna,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

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We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

Name: B.Nagarjuna

Designation: Associate

PRINCIPAL OF PRIVADARSHINI IN Ringedylladigunta. KORNEPABU (VIII), Vatticherukuru (M)

GUNTUR - 522 017

SL No.	Description	Monthly	Yearly
1	Basic - Caracter - Car	23075	
2	HRA*	13845	276,900
3	Conveyance Allowance*	800	166,140 9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
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As an associate you are entitled to the following additional benefits:

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#### Leave and vacation:

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## Category of Leave

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- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund RINCIPAL Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Poortis Provident English Provident Provident Fund, Pension Fund RINCIPAL Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Poortis Provident Provident Provident Fund, Pension Fund RINCIPAL OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Provident Provident Fund, Pension Fund RINCIPAL OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Provident Provident Fund, Pension Fund RINCIPAL OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Provident Provident Fund, Pension Fund RINCIPAL OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Provident Provident Provident Fund RINCIPAL OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic Provident Provi

26-Nov-2022

K.Prakash



Dear Prakash,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

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If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: K.Prakash

Designation:

TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, 5th Mile, Pulladigunta, (M), Vatticherukuru (M)

SL No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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#### Leave and vacation:

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• In addition to the above, as per Cognizant policy, you are eligible for child adoption paternity leave by adhering to the conditions as specified in the India Leave Policy & MANAGEMEN # Provident Fund Wages:

# Provident Fund Wages:

For the purpose of annual Management of the purpose of the purpose

For the purpose of computing contributions to the Provident Fund, Pension Fund EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

26-Nov-2022

P.Sai Prakash



Dear Prakash,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

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If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

AVP - Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

Name: P.SaiPrakash

PRINCIPAL PRIVADARSHINI INSTITUTE UI Designation: Associate - Projectista Pulladiounta.

KORNEPADU (Vil), Vatticherukuru (M) GUNTUR - 522 017

SI. No.	Description	Monthly	Yearly
11	Banic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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#### Leave and vacation:

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#### Category of Leave

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# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Functional PAL TUTE OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefit Of This letterunta, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered this letterunta, not include payments made through "Special Payout.

| Considered to the Provident Fund, Pension Fundamental Payout Payout (M) | Considered to the Provident Fund, Pension Fundamental Payout (M) | Considered to the Provident Fund, Pension Fundamental Payout (M) | Considered to the Provident Fund, Pension Fundamental Payout (M) | Considered to the Provident Fund, Pension Fundamental Payout (M) | Considered to the Provident Fund, Pension Fundamental Payout (M) | Considered to the Provident Fund, Pension Fundamental Payout (M) | Considered to the Provident Fundamental Payout (M) | Considered

26-Nov-2022

P.Sivakumar



Dear Sivakumar,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

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If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant").

Ardeshir R Dastur

AVP - Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: P.Sivakumar

Designation: Associate PRINCIPAL INSTITUTE OF TECHNOLOGY & MANAGEM 5th Mile, Pulladigunta,

TECHNOLOGI, Pulladiguma, 5th Mile, Pulladiguma, 5th Mile, Pulladiguma, 6th Mile, 6th

			3	
SI. No.	Description	Monthly	Yearly	
1	Basic	23075	276,900	
2	HRA*	13845	166,140	
3	Conveyance Allowance*	800	9,600	
4	Medical Allowance*	1250	15,000	
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- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund applied EDLITE Of Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits, Solithus settle EMENT excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered The does an not include payments made through "Special Payout.

5th Mile, Pullading Mile, Pu

25-Nov-2022

D.Giridhar Jayanth



Dear Jayanth,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulation's and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: D.GiridharJayath

PRIYADARSHINI INSTITUTE OF OLOGY & MANAGEM KORNEPADU (VII), Valkenbukuru (M) Designation!

GUNTUR - 522 017

	Description	Cognizant	
SL No.		Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500

As an associate you are entitled to the following additional benefits:

Floating medical insurance coverage

**Annual Total Remuneration** 

- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

7,46,868

#### Leave and vacation:

· From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act

• In addition to the above, as per Cognizant policy, you are eligible to the according to the conditions as specified in the India Challe according to paternity leave by adhering to the conditions as specified in the India Ceave Rollic Pulladia Provident Fund Wages: KORNEPABU (VII), Vatticherukuru (M) # Provident Fund Wages: GUNTUR - 522 917

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.



24-Nov-2021

K.Avinash



Dear Avinash.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP – Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

PRIVADARSHINI INSTITUTE OF PRINCIPAL TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KORNEPADU (Vil), Vatticherukuru (M) GUNTUR - 522 017

Compensation and Benefits

Name: K.Avinash

**Designation:** Associate - Projects

Coanizant

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF#	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 callendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

 From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days

 From date of joining, women associates will be entitled to maternity leave based and displaying of specified in the Maternity Benefit (Amendment) Act
 In addition to the above, as per Cognizant policy, you are eligible for Child and playing management paternity leave by adhering to the conditions as specified in the India Leaver Provident Fund Wages: **GUNTUR - 522 017** 

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

26-Nov-2022

Sk.Munaf



Dear Munaf.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

#### Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta,

Designation: Associate

SOCIAL ADU (VIII) Vatticherukuru (MI

Name: Sk.Munaf

SI. No.	Description	Monthly	Yeariy
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF#	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provicient Fund, Pension Funt BY FOR ENT Scheme, "Monthly Gross Salary" as stated in "Compensation and English of the side that excluding "Advance Statutory Bonus" and "House Rent Allowance," will be catheful of the side that the contribution of include payments made through "Special Payout.

\*\*RORNEPADUR - 522 017

Ref No: 18665561

26-Nov-2022

K.Nageswarao



Dear nagesawarao,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

# Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

AVP - Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

Name: K.Nageswarao

PRIYADARSHINI INSTITUTE OF PRIYADARSIIINI INSTAGEMI PRIYADARSIIINI INSTAGEMI MANAGEMI PRIYADARSIIINI INSTAGEMI MANAGEMI PRIYADARSIIINI INSTAGEMI MANAGEMI PRIYADARSIIINI INSTAGEMI MANAGEMI PRIYADARSIIINI INSTAGEMI PRIYADARSII INSTAGEMI PRI KORNEPADU (VII), Vatticherukuru (M)

GUNTUR - 522 017

Rl'qd. Office: 115/535, Old Mahabalipuram Road, OkkiamThoraipakkam, Chennai - 600 097

Cognizant

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

# Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Final and EDLI of Scheme, "Monthly Gross Salary" as stated in "Compensation and Paragraph of Manager o

Ref No: 18665561

26-Nov-2022

P.Sankararao



Dear Sankara Rao.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

# Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: P.Sankara Rao

PRINCIPAL PRIYADARSHINI INSTITUTE OF Designation: Associate Opposes MANAGEMENT 5th Mile, Pulladigunta.

KORNEPADU (VII), Vatticherukuru (M) **GUNTUR - 522 017** 

Rl'qd. Office: 115/535, Old Mahabalipuram Road, OkkiamThoraipakkam, Chennai - 600 097

Cognizant

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF#	2769	33,228
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	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

# Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

## Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and
  paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Plant Part of Scheme, "Monthly Gross Salary" as stated in "Compensation and Repressory and Part of Compensation and Repressory and Part of Compensation and Repressory and Part of Compensation and P

Ref No: 18665561

26-Nov-2022

B.Jagadish



Dear Jagadish.

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Associate - Projects** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

## Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: B.Jagadish

Designation:

PRIVADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT TECHNOLOGY & MANAGEMENT Sth Mile, Pulladigunta.

Sth Mile, Pulladigunta.

KORNEGABU (PI) Vaticherukuru (M)

GUNTUR - 522 • 17

Rl'qd. Office: 115/535, Old Mahabalipuram Road, OkkiamThoraipakkam, Chennai - 600 097

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

# Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

## Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

# Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, PRINCIPAL INSTITUTE OF Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic and Scheme, and Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefic and Scheme, "Will be considered, whish will be considered, which will be considered, which will be considered, which will be considered, which will be considered.



Ref No: 18665561

26-Nov-2022

A.Sai Venkata kumar



Dear Venkata Kumar,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be INR 7,27,000. This includes an annual incentive target of INR 45,000. This amount may vary depending on individual and company performance. Please see Compensation and Benefits for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in Employment Agreement, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

## Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

**Compensation and Benefits** 

PRINCIPAL PRIYADARSHINI INSTITUTE OF CHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, RNEPADU (Vil), Vatticherukuru (M)

Name: A.Sai Venkata Kumar Designation: CIECUNTIDIRCUS22 017

Rl'qd. Office: 115/535, Old Mahabalipuram Road, OkkiamThoraipakkam, Chennai - 600 097

Coanizant

SI. No.	Description	Monthly	Yearty
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

# Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days

From date of joining, women associates will be entitled to maternity leave baset of elicibility specified in the Maternity Benefit (Amendment) Act
 In addition to the above, as per Cognizant policy, you are eligible populated according to the above.

paternity leave by adhering to the conditions as specified in the India Leave

# Provident Fund Wages:

For the purpose of computing contributions to the Provicient Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

Ref No: 18665561

26-Nov-2022

K.Nagariuna



Dear Nagarjuna,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of Associate - Projects with Cognizant Technology Solutions India Private Limited ("Cognizant"). Your place of posting will be Chennai.

Your annual total compensation will be **INR 7,27,000**. This includes an annual incentive target of **INR 45,000**. This amount may vary depending on individual and company performance. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered 41 months of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before 27-Aug-2023.

## Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Ardeshir R Dastur

**AVP - Talent Acquisition** 

I have read the offer, understood and accept the above mentioned terms and conditions

Signature:

Date:

**Compensation and Benefits** 

Name: K.Nargariuna

Designation:

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
Associate in Milec Bulladigunta.
KORNEPADU (Vil), Vatticherukuru (MI
GUNTUR - 522 017

Rl'qd. Office: 115/535, Old Mahabalipuram Road, OkkiamThoraipakkam, Chennai - 600 097

Cognizant

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF#	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

## Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

## Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

## # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Computing Contributions to the Provident Fund Parish Purpose of Contributions to the Provident Fund Parish Purpose of Contributions to the Provident Fund Parish Purpose of Contributions of Contributions to the Provident Fund Parish Purpose of Contributions to the Provident Fund Parish Purpose of Contributions of Contributions to the Provident Fund Parish Purpose of Contributions of Con



+91 80 3745 1377
info@subex.com

www.subex.com

V.Venkatesh Bangalore

20-MAY-2022

DearVenkatesh,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (M)
GUNTUR - 522 017



8	+91 80 3745 1377
~	info@subex.com
•	www.subex.com
	)

#### **COMPENSATION STACK**

Name: V.Venkatesh

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Bemefits
Basic	1,80,000	′
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online clocumentation intimation soon.

For Subex Limited,

**Harshal Nagar** 

**Associate Director – Talent Acquisition** 

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
PRIYADARSHINI INSTITUTE OF
MANAGEMENT
TECHNOLOGY & MANAGEMENT
Sth Mile, Pulladigunta.
Sth Mile, Pulladigunta.
KORNEPADU (Vil), Vatricherukuru (MI
KORNEPADU (Vil), - 522 017
GUNTUR - 522 017

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



*	+91 80 3745 1377
2	info@subex.com
•	www.subex.com

V.Rama Krishna Bangalore

20-MAY-2022

DearRama Krishna,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **iNR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

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PRINCIPAL
PRIVADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMEN |
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vaticherukuru (M)
GUNTUR - 522 017



8	+91 80 3745 1377
≥	info@subex.com
0	www.subex.com

#### **COMPENSATION STACK**

Name: V.Rama Krishna

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (M)
GUNTUR - 522 017

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



8	+91 80 3745 1377
<u>~</u>	info@subex.com
•	www.subex.com

## COMPENSATION STACK

Name: B.Pavan Kumar

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

**Associate Director – Talent Acquisition** 

TECHNOLOGY & MANAGEMENT TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KERNEPADU (Vil), Vatticherukuru (MI

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



+91 80 3745 1377
info@subex.com
www.subex.com

B.Pavan Kumar Bangalore

20-MAY-2022

DearPavan Kumar,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly a uthorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

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As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRIVADARSHINI INSTAGEMENT
PRIVADARSHINI INSTAGEMENT
TECHNOLOGY Pulladigumla.
TECHNOLOGY Pulladigumla.
Sth MWe, Pulladigumla.
KORNEPADU (VIII) Vatticherukuru (MI



8	+91 80 3745 1377
<b>-</b>	info@subex.com
9	www.subex.com

G.Venkatesh Bangalore

20-MAY-2022

DearVenkatesh,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

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PRINCIPAL
PRIYADARSHINI INSTITUTE OF
MANAGEMENT
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
Sth Mile, Vatticherukuru (M)
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 •17



<b>a</b>	+91 80 3745 1377
<b>=</b>	info@subex.com
•	www.subex.com

## COMPENSATION STAKER

Name: G.Venkatesh

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	• Healthcare for employee annual 8, 131
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	a second
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4.00.000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

**Harshal Nagar** 

Associate Director - Talent Acquisition

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
TECHNOLOGY & MANAGEMENT
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<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



Mr.M.Neeraja No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

## Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr.Neeraja,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	4508238503
Additiona	benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non -Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	

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No. 72 & 73, 1st & 4th Floor, K R Colony, Domiur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.com Corporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M. N

Manager - HR

JUN 22, 2022

PRINCIPAE
PRIVADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pultedigunda,
KORNEPASU (VII), Vatticherskuru (M)
GUNTUR - 522 017



Mr.N.Raju No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

## Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr.Raju,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks	
Basic+ Variable Dearness Allowance	20000	Taxable	
House Rent Allowance	8000	Taxable/Non-Taxable	
Profit Sharing Bonus (PSB)/Others	3000	Taxable	
Special Allowance	22400	Taxable	
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable	
Total Salary Payable (As applicable)	55400		
Additiona	benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable	
Gratuity	1000	Non-Taxable	
Lunch Coupon	2200	Non-Taxable	
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable	
Total additional benefits	7100		
Cost To the Company (CTC)	62500		

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PRIYADARSHINI INSTITUTE OF
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No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.comCorporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

JUN 22, 2022

PRINCIPAL
RIYADARSHINI INSTITUTE OF
RIYADARSHINI INSTITUTE OF
RIYADARSHINI INSTITUTE OF
BUILD HANAGEMENT
SIT MNE, PUITABIGUNTA,
SIT MNE, PUITABIGUNTA,
SIT MNE, PUITABIGUNTA,
SUNTUR - 522 017
GUNTUR - 522 017

**Accord Global Technology Solutions Pvt. Ltd.** 

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,



Mr.N.Anil Kumar No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Anil Kumar,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	·
Additional	benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
TECHNOLOGY & MANAGEMENT
Sth Mile, Pulladigunta.
KORNEPADU (VII), Vatticherukuru (M)
GUNTUFPage22-0127



No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105,

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRINCIPAL
PRINCI



+91 80 3745 1377 8 info@subex.com www.subex.com

P.Archana Bangaiore

10-Apr-2023

Dear P.Archana,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as Software Engineer at Grade T1, for an annual compensation of INR 4,00,000. Detailed compensation stack is provided further.

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You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park - SEZ, Block - 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore - 560103

PRINCIPAL

PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta,

KORNEPADU (Vil), Vatticherukuru (M) GUNTUR - 522 017



<u></u>	+91 80 3745 1377
<b>X</b>	info@subex.com
•	www.subex.com

## **COMPENSATION STACK**

Name:P.Archana

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & child
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
<b>Total Cost to Company</b>	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

**Harshal Nagar** 

**Associate Director - Talent Acquisition** 

PRINCIPAL PRIYADARSHINI INSTITUTE OF **TECHNOLOGY & MANAGEMENT** 5th Mile, Pulladigunta, KORNEPADU (Vil), Vatticherukuru (M)

**GUNTUR - 522 017** 

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



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Ch.Sandeep

Bangalore

20-MAY-2022

DearSandeep,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the **INR 300,000**.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

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GUNTUR - 522 017



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~	mfo@subex.com
•	www.subex.com

#### **COMPENSATION STACK**

Name:Ch.Sandeep

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	• Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

PRINCIPAL PRIVADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KORNEPADU (VII), Vatticherukuru (MI GUNTUR - 522 917

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



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info@subex.com
www.subex.com

D.Bala Krishna Bangalore

10-Apr-2023

DearBala Krishna,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

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<b>Z</b>	info@subex.com
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#### **COMPENSATION STACK**

Name:D.Bala Krishna

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshai Nagar

Associate Director – Talent Acquisition

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<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



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info@subex.com
www.subex.com

M.Divakar Naik Bangalore

20-MAY-2022

DearDivakar.

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

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•	www.subex.com

#### **COMPENSATION STACK**

Name:M.Divakar Naik

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits		
Basic	1,80,000			
HRA	72,000	In addition to the above said compensation, you		
Advance Statutory Bonus	24,000	<ul> <li>are also eligible for benefits like:</li> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>		
FBP	93,742			
Gross Total	3,69,742			
PF	21,600			
Gratuity	8,658			
Retirals**	30,258	1		
Total Fixed Pay	4,00,000			
Total Cost to Company	4,00,000			

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited.

Harshal Nagar

Associate Director – Talent Acquisition

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TECHNOLOGY & MANAGEMENT
Sth Mile, Pulladigunta,
KORNEYADU (Vil), Vatticherukuru (M)
GUNTUR - 522 017

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



Mr.P.Sai Teja No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Sai Teja,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additiona	l benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	. TOTT TEXABLE
Cost To the Company (CTC)	62500	

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No. 72 & 73, 1st & 4th Floor, K R Colony, Domiur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

JUN 22, 2022

PRINCIPAL
PRIVADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (VII), Vatilefie Zuntu (M)
GUNTUR - 522 017

**Accord Global Technology Solutions Pvt. Ltd.** 

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,



Mr.M.Ravi Varma No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Ravi Varma,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	V 33 0 V
Additiona	benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	PRIYAD

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5th Mile, Pulladigunta,

KORNEPADU (VII), Vatticherukuru (M)
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Page 1 of 2



No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.comCorporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath, M.N

Manager - HR

JUN 22, 2022

I LCHNOLOGY & MANAGEMENT

Sth Mile, Pulladigunta.

KORNEPADU (VIRAMERICHERUKURU (MI

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: #91-80-25350105



Mr.S.Venu No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Venu.

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks	
Basic+ Variable Dearness Allowance	20000	Taxable	
House Rent Allowance	8000	Taxable/Non-Taxable	1
Profit Sharing Bonus (PSB)/Others	3000	Taxable	
Special Allowance	22400	Taxable	1
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable	]
Total Salary Payable (As applicable)	55400		
Additiona	benefits		1
Employer Contribution to Provident Fund	2400	Non-Taxable	PRINCIPAL TITLE OF
Gratuity	1000	Non-Taxable	PRINCIPAL INSTITUTE OF ARSHINI INSTITUTE OF ARSHINI MANAGEMENT BLOGY & MANAGEMENT MILE, Pulladigunta,
Lunch Coupon	2200		
Medical Insurance (GMC, GPA & GTL)	1500	Non-Ta	Mile, Pulladigunta, Mile, Pulladigunta, MADU (Vil), Vatticherukuru (M) GUNTUR - 522 017
Total additional benefits	7100		GUIVI
Cost To the Company (CTC)	62500		



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Fax: +91-80-25352723 www.accord-global.com Corporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

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As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

JUN, 22, 2022

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Sk.Kalesha Bangalore

20-MAY-2022

Dearkalesha,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on **12-Apr-2023**. Kindly report at the below address for your joining formalities.

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KORNEPADU (VII), Vatticherukuru (MI
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<b>6</b>	+91 80 3745 1377
$\succeq$	iinfo@subex.com
	www.subex.com

Name:Sk.Kalesha

**Designation: Software Engineer** 

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	• Healthcare for employed should be shilled
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

**Harshal Nagar** 

**Associate Director – Talent Acquisition** 

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5th Mile, Pulladigunta,
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<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



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**B.Arvind** 

**Bangalore** 

20-MAY-2022

DearArvind,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individ uals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as Software Engineer at Grade T1, for an annual compensation of INR 4,00,000. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

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굨	info@subex.com
•	www.subex.com

Name:B.Arvind

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
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<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

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Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

PRINCIPAL
NIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
Suh Mile, Pulladigunta,
KORNEPABU (VII), Vatticherukuru (M)
GUNTUH - 522 017

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



8	+91 80 3745 1377
<b>=</b>	info@subex.com
•	www.subex.com

B.Anantha Rao Bangalore

10-Apr-2023

DearAnantha rao,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the **INR 300,000**.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KÖRNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017



2	+91 80 3745 1377
~	info@subex.com
•	www.subex.com

Name: B. Anantha Rao

**Designation: Software Engineer** 

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	• Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

**Harshal Nagar** 

**Associate Director – Talent Acquisition** 

PRINCIPAL
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PRINCIPAL
INSTITUTE OF
TECHNOLOGY & MANAGEMENT
Sth Mile, Pulladigunta,
5th Mile, Pulladigunta,
KORNEPADU (VII), Varticherukuru (MI
GUNTUH - 522 017

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



Mr.B.S.Rohit Kumar No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr.Roith.

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additiona	benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	

PRINCIPAL
PRINCI



No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.comCorporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

JUN 22, 2022

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Middledigunta,
KÖRNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017

**Accord Global Technology Solutions Pvt. Ltd.** 

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,



Mr.G.Prasad No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

## Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Prasad,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additional	beachs	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CRC)	62580	

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No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

JUN 22, 2022

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RIVA AKSHINI INSTITUTE OF
RIVA AKS

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,



Mr.M.Sidhu No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr.Sidhu,

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additiona	benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	X-100
Cost To the Company (CRC)	62500	PF

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PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KORNEPADU (VII), Vatticherukuru (M) GUNTUR - 522 017 Page 1 of 2



No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.com/Corporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

**Responsibilities**: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Maujunath M.N

Manager - HR

JUN, 22, 2022

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
Sth Wite, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 1982 20472

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phone:: #91-80-25350105,



Mr.P.Venkata Sai Kumar No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Venkata Sai kumar

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary per month (in Rupees)	Remarks	
20000	Taxable	
8000	Taxable/Non-Taxable	
3000	Taxable	
22400	Taxable	
2000	Taxable/Non-Taxable	
55400		
l benefits		
2400	Non-Taxable	
1000	Non-Taxable	1
2200	Non-Taxable	
1500	Non-Taxada NCIPAL	e br
7100	TECHNOLOGY & MANAGEM	ENT
62500	Sth Mile, Pulladigunta,	
	(in Rupees)  20000  8000  3000  22400  2000  55400  benefits  2400  1000  2200  1500  7100	(in Rupees)  20000  Taxable  8000  Taxable/Non-Taxable  3000  Taxable  22400  Taxable/Non-Taxable  2000  Taxable/Non-Taxable  55400  Non-Taxable  1000  Non-Taxable  1500  Non-Taxable  1500  Non-Taxable  1500  Non-Taxable  TECHNOLOGY & MANAGEM  Pulladicunta,



No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.com/Corporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

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Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

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As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Maujunath M.N

Manager - HR

JUN, 22, 2022

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
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TECHNOLOGY & MANAGEMENT
Sth Mile, Pulladigunta,
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GUNTUR - 522 017

Page 2 of 2



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info@subex.com

www.subex.com

Sk.Esub Vali Bangalore

20-MAY-2022

DearEsub Vali.

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate lega proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017



8	+91 80 3745 1377
2	info@subex.com
0	www.subex.com

Name:Sk.Esub Vali

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

**Harshal Nagar** 

Associate Director – Talent Acquisition

HNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KORNEPADU (Vil), Vatticherukuru (M)

**GUNTUR - 522 017** 

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



+91 80 3745 1377
info@subex.com
www.subex.com

Sh.Shabana Bangalore

20-MAY-2022

DearShabana,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

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As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRINCIPAL
PRIVADARSHINI INSTITUTE OF
FECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta.
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017



2	+91 80 3745 1377
≥	info@subex.com
•	www.subex.com

Name:Sh.Shabana

**Designation: Software Engineer** 

Grade: T1

Components	in INR per annum	Ben efits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	• Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



+91 80 3745 1377
info@subex.com
www.subex.com

T.Vasantha Reddy Bangalore

20-MAY-2022

DearVasantha Reddy,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
510 Mile, Pulladigunta,
HORNEPADU (VII), Vatticherukuru (M)

GUNTUR - 522 017



<u> </u>	+91 80 3745 1377
<b>=</b>	info@subex.com
•	www.subex.com

Name:T.Vasantha Reddy

**Designation: Software Engineer** 

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee, spouse & children.
Gross Total	3,69,742	• Interest free loans as per policy.
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
510 Mile, Pulladigunta.
KORNEPADU (VII), Vatticherukuru (M)

**GUNTUR - 522 017** 

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



8	+91 80 3745 1377
2	info@subex.com
	www.subex.com

M.Tanuja Bangalore

20-MAY-2022

DearTanuja,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

By executing this agreement, you hereby freely and willingly authorise Subex to take recourse to initiate legal proceedings against you for the recovery of the INR 300,000.

You will be based out of Bangalore. However, should there arise a business need for you to travel within or outside of India, you will be given prior notice.

As agreed, we expect you to join us on 12-Apr-2023. Kindly report at the below address for your joining formalities.

SUBEX, Pritech Park – SEZ, Block – 09, 4h Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (M)
GUNTUR - 522 017



2	+91 80 3745 1377
<b>Z</b>	info@subex.com
	www.subex.com

Name:M.Tanuja

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee should be children
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

Draft terms and conditions of your employment is provided along with this offer letter. Detailed Employment Agreement will be issued to you on the day of your joining.

Please revert to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn. You will receive the online documentation intimation soon.

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KORNEPADU (VII), Vatticherukuru (M)

<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.



Mr.V.Pavan Kumar No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

# Sub: Employment offer with Accord Global Technology Solutions Private Limited.

Dear Mr. Pavan kumar

This is in continuation to the recruitment process for the position of "Software Engineer" in our Company.

We are pleased to offer you the position of "Software Engineer" in our organization with effect from your date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, will be confirmed based on your performance.

You will be paid monthly salary of Rs.62,500/- (CTC Sixty - Two Thousand Five Hundred Rupees Only) and it will be credited to respective Bank salary account.

A detailed break-up of your salary per month as below: The other terms & conditions of the offer letter will be made known to you at the time of joining.

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additiona	l benefits	
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	iga

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PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (MI
GUNTUR - 522 Mge 1 of 2



No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560Q71, INDIA. Phone: +91-80-25350105,

Fax: +91-80-25352723 www.accord-global.com Corporate Identity Number: U74999KA201 6PTC0931 01The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances. Any breach of confidentiality will result in your employment getting terminated without notice.

Statutory deductions like Profession Tax, Income Tax, ESI, PF, etc.... will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic, but will be on basis of performance evaluated through formal appraisal process.

Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

Responsibilities: Your designation/position is merely indicative of the responsibilities, which you will be required to carry out. The company may require you, at any time, to perform any other function/tasks and shall be expected to execute the same.

Travel: You may require to travel on company work both, local and outstation, for which you will be paid travel expenses as per the company policy.

You are required to report for the duty on or before July 24, 2023. This offer is valid up to July 24, 2023 only. Kindly confirm your acceptance of the offer, sign the duplicate copy and return to HR. In case you do not report on the above date without intimation your appointment stands cancelled.

As per your record produced to us, your date of birth is June 14, 1998.

We welcome you to Accord Global Technology Solutions Private Limited. Family and Look forward to have a long and fruitful association.

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

JUN 22, 2022

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta.
KORNEPADU (VII) PORTERE PERUKUTU (M)

GUNTUR - 522 017

Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore - 560071, INDIA. Phome: #91-80-25350105.



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<b>-</b>	info@subex.com
0	www.subex.com

Sheik Dadapeer Bangalore

10-Apr-2023

Dear Dadapeer,

Many congratulations on making it happen!

As we tread the path of unlocking great possibilities, we believe it is individuals such as you who would make a real difference. We appreciate your unmatched proficiency and your resonance with the Values & Vision of Subex.

We are pleased to make an offer to you to join Subex as **Software Engineer** at Grade **T1**, for an annual compensation of **INR 4,00,000**. Detailed compensation stack is provided further.

You hereby acknowledge the foregoing conditions and agree to pay Subex Ltd a sum of Rupees Three Lakhs (INR 300,000) as liquidated damages if you leave the company during 18-months ('Retention Period') from the date of absorption into Subex Ltd.

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2	+91 80 3745 1377
<b>2</b>	info@subex.com
@ :	www.subex.com

Name: Sheik Dadapeer

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits	
Basic	1,80,000		
HRA	72,000	In addition to the above said compensation, you are also eligible for benefits like:  Healthcare for employee, spouse & children. Interest free loans as per policy.	
Advance Statutory Bonus	24,000		
FBP	93,742		
Gross Total	3,69,742		
PF	21,600		
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<sup>\*</sup> Please refer to the detailed FBP breakup along with the mail.

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For Subex Limited.

**Harshal Nagar** 

Associate Director – Talent Acquisition

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<sup>\*\*</sup> Employer's contribution towards statutory compliance and other benefits.