

# 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@jntuk.edu.in](mailto:gk.principal@jntuk.edu.in)**



# PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

5<sup>th</sup> mile, FULLADIGUNTA, Korupadu (V), Vatticherikur (M), GUNTUR-522017 (A.P.)

Approved by AICTE, Affiliated to JNTUK

[www.pitmgnt.ac.in](http://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

5<sup>th</sup> mile, PULLADIGUNTA, Kornepada (V), Vatticherukuru (M), GUNTUR-522017 (A.P.)

Approved by AKTE, Affiliated to JNTUK

[www.pitmgnt.ac.in](http://www.pitmgnt.ac.in)

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

Ref No: 18665561

26-Nov-2022

A.Ramya



Dear Ramya,

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: A.Ramya

Designation: Associate - Projects  
**PRINCIPAL**  
**PRIYADARSHINI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
 Pulladigunta,  
 KORNEPADU (Vil), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
<b>Annual Gross Compensation</b>			<b>6,82,368</b>
Incentive Indication (per annum)**			45,000
<b>Annual Total Compensation</b>			<b>7,27,368</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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 and Gratuity Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits Policy" shall be considered. This does not include payments made through "Special Payout."

  
**PRINCIPAL FINANCIAL CONTROLLER**  
**INSTITUTE OF PERSONNEL & HUMAN RESOURCE MANAGEMENT**  
**TECHNOLOGY PARK**  
 5th Floor, Vatticherukuru (M)  
 KORNEPADU (Vil), Vatticherukuru (M)  
**GUNTUR - 522 017**



Ref No: 18665561

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

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

Signature:

Date:

Compensation and Benefits

Name: A.Chandana

Designation: Associate, Projects  
PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEPADU (Vil), Wardherukuru (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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 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.

  
 PRINCIPAL  
 PRIYADARSHIN INSTITUTE OF  
 TECHNOLOGY & MANAGEMENT  
 10th Mile, Pulladigunta,  
 KONEBADI (M), VANDALUR (M)  
 GUNTUR - 522 017

Ref No: 18665561

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:

- This offer is subject to satisfactory professional reference checks
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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

**Designation:**

**PRINCIPAL**  
**PRIYADARSHINI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
Subala, Bulladigunta,  
KORNEPADU (VII), 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
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	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
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	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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:

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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 and Gratuity Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this offer, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

PRINCIPAL  
PRIYABARSHIN INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
Guided by P. Pradiyanta,  
KORNEPADU (VII), Vatticherukuru (M)  
GUNTUR - 522 017

Ref No: 18665561

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**.

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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:

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

**Compensation and Benefits**

Name: K.Venkata Subba Rao

Designation: Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
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<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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

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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:**

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**# Provident Fund Wages:**

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**PRINCIPAL**  
**ARSHI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
 5th Mile, Pulladigunta,  
 KORUPADU (near East Godavari District)  
**GUNTUR - 522 017**

Ref No: 18665561

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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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: Associate - Projects

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

Ref No: 18665561

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.

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: M.Nagendra Babu

Designation:

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEPADI (V), Patticherukuru (M)  
GUNTUR - 522 017



Sl. No.	Description	Monthly	Yearly
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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 and Gratuity Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of the offer letter excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

PRINCIPAL  
BHIVADARSHI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
KORNEPADU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017

Ref No: 18665561

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.

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.Kondababu

Designation: Associate - Projects

**PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT**  
5th Mile, Pulladigunta,  
KORNEPADU (Vil), Vatticherukuru (M)  
CHENNAI - 600 017

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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 and Gratuity Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

  
**PRINCIPAL**  
**BUYADARSHI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
 Srinagar, Pulladigunta,  
 KORNEPADU (Vil), Vaitchesikuru (M)  
**GUNTUR - 522 017**

Ref No: 18665561

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: Associate - Projects  
PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEPADU (Vii), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 and Gratuity Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits of the role," excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. It does not include payments made through "Special Payout."

PRINCIPAL EDU  
BRINDARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Floor, 7th Avenue,  
KORNEPADU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017



Ref No: 18665561

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**

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

**Signature:**

**Date:**

**Compensation and Benefits**

**Name:** K.Narendra

**Designation:** Associate - Projects  
KORNEPUDU, Vatticherukuru (M)  
GUNTUR - 522 017

**PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEPUDU, 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	<b>Incentive Indication (per annum)**</b>		<b>45,000</b>
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 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."

PRINCIPAL  
HRYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
Srinagar Puthugunta,  
KORNEPADU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017

Ref No: 18665561

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:

- 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:** J.Dinesh

**Designation:**

**PRINCIPAL**  
**PRIVYARSHINI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
5th Mile, Pulladigunta,  
KORNEPADU (M), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

Principal EDLI  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pullachigudi  
KORNEPABU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017

Ref No: 18665561

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:

- 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.Nagarjuna

Designation: Associate - Projects  
PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Floor, Pulladigunta,  
KORNEPADU (VII), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
<b>Annual Gross Compensation</b>			<b>6,82,368</b>
Incentive Indication (per annum)**			45,000
<b>Annual Total Compensation</b>			<b>7,27,368</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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 and ESOP Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" letter excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."



**PRINCIPAL**  
**PRIVACY AND INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
 10th Floor, Pulladigunta,  
 KORNEPADU (Vil), Vaiticherukuru (M)  
**GUNTUR - 522 017**

Ref No: 18665561

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:

- 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.Prakash

Designation: Associate - Projects

PHINCIPAL  
NIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNER ROAD, 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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	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 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."



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

Ref No: 18665561

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**.

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.SaiPrakash

**Designation:** Associate - Projects  
**PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT**  
Srinivasa, Pulladigunta,  
KORNEPADU (Vil), 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
5	Company's contribution of PF #	2769	33,228
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	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
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	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 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.

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulimurthi,  
KORNEPADO (Vil): Vaddurukuru (M)  
GUNTUR - 522 017



Ref No: 18665561

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.

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.Sivakumar

**Designation:** Associate - Projects  
**PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT**  
5th Mile, Pulladigunta,  
KORNEPADU (Vil), Vaidhyanerukuru (M)  
GUNTUR - 522 017  
900 097

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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
<b>Annual Gross Compensation</b>			<b>6,82,368</b>
Incentive Indication (per annum)**			45,000
<b>Annual Total Compensation</b>			<b>7,27,368</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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 and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" page, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout."

*[Handwritten Signature]*  
**PRINCIPAL**  
**CHRYADARS INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
 5th Mile, Pulladigunta,  
 KORNERADU (VII), Vatticherukuru (M)  
 GUNTUR - 522 017

Ref No: 18665561

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, 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: **D.GiridharJayanth**

**PRINCIPAL**  
**PRIYADARSHINI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
Sri P. V. Pulladigunta,  
KORNEPADU (VII), VALMATHI,  
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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
<b>Annual Gross Compensation</b>			<b>6,82,368</b>
Incentive Indication (per annum)**			45,000
<b>Annual Total Compensation</b>			<b>7,27,368</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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 paternity 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 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."

  
 PRINCIPAL  
 PRIYANKASHINI INSTITUTE OF  
 TECHNOLOGY & MANAGEMENT  
 5th Floor, Vatticherukuru (M)  
 KORNEPADU (VII), Vatticherukuru (M)  
 GUNTUR - 522 017

Ref No: 18665561

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:**

**Compensation and Benefits**

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

**Name:** K.Avinash

**Designation:** Associate - Projects



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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
<b>Annual Gross Compensation</b>			<b>6,82,368</b>
Incentive Indication (per annum)**			45,000
<b>Annual Total Compensation</b>			<b>7,27,368</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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 paternity leave by adhering to the conditions as specified in the India Leave Policy (Civil), Vatticherukuru (M)

#### # 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.

  
**PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT**  
 5th Floor, Pallepeta  
 KORNEPADU (Vil), Vatticherukuru (M)  
 GUNTUR - 522 017

Ref No: 18665561

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

Name: Sk.Munaf

Designation: Associate - Projects

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORUPADU (Vil), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 and Gratuity 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."

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Puttaparthi,  
KORNEPADU (MH), Vaniyachuru (M)  
GUNTUR - 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

**Designation:** Associate - Projects  
**PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT**  
50/111, Pulladigunta,  
KORNEPADU (Vil), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	<b>Company's contribution towards benefits (Medical, Accident and Life Insurance)</b>		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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 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."

PRINCIPAL and EDI  
PRIYADARSINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
SRM, Palayamkottai  
KORNEPADU (VII), Vatticherukuru (M)  
GUNTUR - 522 017



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

Designation: Associate - Projects

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
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
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	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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:

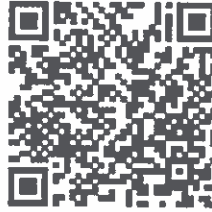
For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this Manual, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through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

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
KORNEPABU (Vil), Vatticherukuru (A-  
GUNTUR - 522 017

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:

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEGADU (M), 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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	<b>Annual Gross Compensation</b>		<b>6,82,368</b>
	<b>Incentive Indication (per annum)**</b>		<b>45,000</b>
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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:

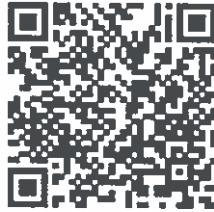
For the purpose of computing contributions to the Provident Fund, Provident Fund and Gratuity Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" will be considered. This does not include payments made through "Special Payout."

PRINCIPAL  
 PARVATHI INSTITUTE OF  
 TECHNOLOGY & MANAGEMENT  
 5th Mile, P. J. Road, Chittoor  
 KORNAPADU (M), Chittoor  
 GUNTUR - 522 017

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

Name: A.Sai Venkata Kumar

Designation:

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEPADU (Vil), Vatticherukuru (M)  
ASSOCIATE - Projects 22 017



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
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
<b>Annual Gross Compensation</b>			<b>6,82,368</b>
Incentive Indication (per annum)**			45,000
<b>Annual Total Compensation</b>			<b>7,27,368</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>7,46,868</b>

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 the eligibility specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for paternity leave by adhering to the conditions as specified in the India Leave Policy, Vatticherukudi (MI)

#### # 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."

  
**PRINCIPAL**  
**PRIYADARSHINI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
**5th Mile, Vatticherukudi,**  
**KORNERADU (MI)**  
**GUNTUR - 522 017**

Ref No: 18665561

26-Nov-2022

K.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:

- 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.Nagarjuna

**Designation:** Associate in Projects  
**PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT**  
Bulladigunta,  
KORNEPADU (Vil), 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
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	Incentive Indication (per annum)**		45,000
	<b>Annual Total Compensation</b>		<b>7,27,368</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>7,46,868</b>

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, Reasonable and Efficient 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."

PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladipundi,  
KORNEPADI (Vil), Vaidikotha (M)  
GUNTUR - 522 017



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

V.Venkatesh  
Bangalore

20-MAY-2022

Dear Venkatesh,

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, 4th Floor B Wing, Outer Ring Road, Bellandur Village, Varthur, Bangalore – 560103

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



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✉	info@subex.com
🌐	www.subex.com

### COMPENSATION STACK

Name: V.Venkatesh

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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





☎	+91 80 3745 1377
✉	info@subex.com
🌐	www.subex.com

V.Rama Krishna  
Bangalore

20-MAY-2022

Dear Rama 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.

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



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✉	info@subex.com
🌐	www.subex.com

### COMPENSATION STACK

Name: V.Rama Krishna  
Designation: Software Engineer  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
<b>Retirals**</b>	<b>30,258</b>	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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



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✉	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	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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

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



☎	+91 80 3745 1377
✉	info@subex.com
🌐	www.subex.com

**B.Pavan Kumar**  
Bangalore

**20-MAY-2022**

Dear Pavan 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 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 MWe, Pulladigunta,  
KORNEPADU (Vi), Vatticherukuru (M)  
GUNTUR - 522 017



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

G.Venkatesh  
Bangalore

20-MAY-2022

Dear Venkatesh,

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, 4th 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





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

### COMPENSATION STACK

Name: G.Venkatesh  
Designation: Software Engineer  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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

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
<b>Total Salary Payable (As applicable)</b>	<b>55400</b>	
<b>Additional benefits</b>		
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
<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	

  
**PRINCIPAL**  
**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](http://www.accord-global.com) Corporate  
Identity Number: U74999KA2016PTC093101 The 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, Puffaigunta,  
KORNEPALLE (MI), Vatticherukuru (MI)  
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.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
<b>Total Salary Payable (As applicable)</b>	<b>55400</b>	
<b>Additional benefits</b>		
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
<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	

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

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](http://www.accord-global.com) Corporate  
Identity Number: U74999KA201 6PTC0931 01 The 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

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

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



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GUNTUR - 522 017



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.

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<b>Total additional benefits</b>	<b>7100</b>	
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GUNTUR Page 2 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](http://www.accord-global.com) Corporate  
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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.

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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

*Manjunath M.N*

Manager - HR

July 22, 2023

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

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



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

P.Archana  
Bangalore

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.

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



+91 80 3745 1377
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	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
<b>Retirals**</b>	<b>30,258</b>	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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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🌐	www.subex.com

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.

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### COMPENSATION STACK

Name: Ch. Sandeep

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

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For Subex Limited,

Harshal Nagar  
Associate Director – Talent Acquisition

PRINCIPAL  
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TECHNOLOGY & MANAGEMENT  
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GUNTUR - 522 017



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✉	info@subex.com
🌐	www.subex.com

D.Bala Krishna  
Bangalore

10-Apr-2023

Dear Bala 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.

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



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info@subex.com
www.subex.com

### COMPENSATION STACK

Name: D. Bala Krishna  
Designation: **Software Engineer**  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* 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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GUNTUR - 522 017



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✉	info@subex.com
🌐	www.subex.com

M.Divakar Naik  
Bangalore

20-MAY-2022

Dear Divakar,

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



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

### COMPENSATION STACK

Name: M. Divakar Naik  
Designation: Software Engineer  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
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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.

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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

*Manjunath M.N*

Manager - HR

JUN 22, 2022



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5th Mile, Pulladigunta,  
KORNEPADU (VII), Vatticheruvu (M)  
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**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.

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**TECHNOLOGY & MANAGEMENT**  
5th Mile, Pulladigunta,  
KORNEPADU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017

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](http://www.accord-global.com) Corporate  
Identity Number: U74999KA2016PTC093101 The 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



MANJUNATH M. N.  
TECHNOLOGY & MANAGEMENT  
5th Mile, Pulladigunta,  
KORNEPETA (Village), Cherukuru (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.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
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
<b>Total Salary Payable (As applicable)</b>	<b>55400</b>	
<b>Additional benefits</b>		
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
<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	

  
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5th Mile, Pulladigunta,  
ROBE SPAU (VII), Vatticherukuru (M)  
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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.com](http://www.accord-global.com) Corporate  
Identity Number: U74999KA201 6PTC0931 01 The compensation  
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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), Vatticherukuru (M)  
GUNTUR - 522 017**



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

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.

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





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

### COMPENSATION STACK

Name: Sk. Kalesha

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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,  
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GUNTUR - 522 017



☎	+91 80 3745 1377
✉	info@subex.com
🌐	www.subex.com

B.Arvind  
Bangalore

20-MAY-2022

Dear Arvind,

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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GUNTUR - 522 017



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✉	info@subex.com
🌐	www.subex.com

### COMPENSATION STACK

Name: B.Arvind  
Designation: Software Engineer  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

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\*\* Employer's contribution towards statutory compliance and other benefits.

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



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✉	info@subex.com
🌐	www.subex.com

**B. Anantha Rao**  
Bangalore

**10-Apr-2023**

Dear Anantha 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.

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**TECHNOLOGY & MANAGEMENT**  
5th Mile, Pulladigunta,  
KORNEPADU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017



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

### COMPENSATION STACK

Name: B. Anantha Rao  
Designation: Software Engineer  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
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For Subex Limited,

Harshal Nagar  
Associate Director – Talent Acquisition

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

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.

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Basic+ Variable Dearness Allowance	20000	Taxable
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Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
<b>Total Salary Payable (As applicable)</b>	<b>55400</b>	
<b>Additional benefits</b>		
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
<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	



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Page 1 of 2



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Fax: +91-80-25352723 [www.accord-global.com](http://www.accord-global.com) Corporate  
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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.

*Murjunath M.N*

Manager - HR

JUN 22, 2022



**PRINCIPAL**  
**PRIYADARSHINI INSTITUTE OF**  
**TECHNOLOGY & MANAGEMENT**  
5th Mile, Rajadigunta,  
KORNEPADU (Vil), 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.

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<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	

  
PRINCIPAL  
PRIYADARSHINI INSTITUTE OF  
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5th Mile, Pulladigunta,  
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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.com](http://www.accord-global.com) Corporate  
Identity Number: U74999KA201 6PTC0931 01 The compensation  
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Any breach of confidentiality will result in your employment  
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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  
PRIYAKSHINI INSTITUTE OF  
TECHNOLOGY & MANAGEMENT  
5th Mile, Puffa, Puttapet, Guntur,  
KORNEPADU (VII), Vatticherukuru (M)  
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**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.

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<b>Additional benefits</b>		
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Lunch Coupon	2200	Non-Taxable
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<b>Cost To the Company (CTC)</b>	<b>62500</b>	



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Fax: +91-80-25352723 [www.accord-global.com](http://www.accord-global.com) Corporate  
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**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 (Vij), Vatticherukuru (M)  
GUNTUR - 516 207**

**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 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
<b>Total Salary Payable (As applicable)</b>	<b>55400</b>	
<b>Additional benefits</b>		
<b>Employer Contribution to Provident Fund</b>	<b>2400</b>	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	

  
PRINCIPAL  
KHYABARSHINI INSTITUTE OF  
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5th Floor, Pulladigunta,  
KORNEPADU (M), Vatticherukuru (M)  
GUNTUR - 522 017



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](http://www.accord-global.com) Corporate

Identity Number: U74999KA2016PTC093101 The 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



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



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🌐	www.subex.com

Sk.Esub Vali  
Bangalore

20-MAY-2022

Dear Esub 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 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  
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5th Mile, Pulladigunta,  
KORNEPADU (Vil), Vatticherukuru (M)  
GUNTUR - 522 017



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### COMPENSATION STACK

Name: Sk.Esub Vali  
Designation: **Software Engineer**  
Grade: **T1**

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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



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🌐	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.

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,  
KORNEPABU (V), Vatticherukuru (M)  
GUNTUR - 522 017



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info@subex.com
www.subex.com

### COMPENSATION STACK

Name: Sh. Shabana

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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

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



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

**T.Vasantha Reddy**  
**Bangalore**

**20-MAY-2022**

**Dear Vasantha 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.

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





Phone	+91 80 3745 1377
Email	info@subex.com
Website	www.subex.com

### COMPENSATION STACK

Name: T.Vasantha Reddy

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>Healthcare for employee, spouse &amp; children.</li><li>Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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  
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5th Mile, Pulladigunta,  
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GUNTUR - 522 017



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🌐	www.subex.com

M.Tanuja  
Bangalore

20-MAY-2022

Dear Tanuja,

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



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🌐	www.subex.com

### COMPENSATION STACK

Name: M. Tanuja

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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

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
<b>Total Salary Payable (As applicable)</b>	<b>55400</b>	
<b>Additional benefits</b>		
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
<b>Total additional benefits</b>	<b>7100</b>	
<b>Cost To the Company (CTC)</b>	<b>62500</b>	

  
**PRINCIPAL**  
**PRIYADARSHINI INSTITUTE OF**  
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 5th Mile, Pulladigunta,  
 KORNEPADU (M), Vatticherukuru (M)  
 GUNTUR - 522 017





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🌐	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.

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



**COMPENSATION STACK**

Name: Sheik Dadapeer  
Designation: Software Engineer  
Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"><li>• Healthcare for employee, spouse &amp; children.</li><li>• Interest free loans as per policy.</li></ul>
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
<b>Gross Total</b>	<b>3,69,742</b>	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
<b>Total Fixed Pay</b>	<b>4,00,000</b>	
<b>Total Cost to Company</b>	<b>4,00,000</b>	

\* Please refer to the detailed FBP breakup along with the mail.

\*\* Employer's contribution towards statutory compliance and other benefits.

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