

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(4)

**OFFER LETTERS OF THE PALCED STUDENTS AND ADMISSION LETTERS OF THE
STUDENTS ENROLLED IN HIGHER EDUCATION DURING A.Y. 2019-20**



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

gk.principal@jntuk.edu.in



PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

Approved by AICTE, Affiliated to JNTUK

www.pitmgnt.ac.in

List of Students Placed in the Academic Year 2019-2020

S.No	Name of the Student	Branch	Company	Pay Package (In Rs.per Annum)
1	A.Pavan Kumar	CSE	Accord	7,50,000
2	B.Estaru Rani	CSE	Accord	7,50,000
3	Ch.Prasanna	CSE	Accord	7,50,000
4	G.Srinivas	CSE	Cognizant	7,46,868
5	G.Durga Prasad	CSE	Accord	7,50,000
6	K.Shankar	CSE	Accord	7,50,000
7	Sk.Umera	CSE	Epsilon	5,00,000
8	T.Ramya	CSE	Installers	6,00,000
9	Bhargavi Rani	CSE	subex	4,00,000
10	K.Srihari	ECE	wipro	1,58,000
11	N.Naga raju	ECE	wipro	1,58,000
12	Y.Venkateswarulu	ECE	wipro	1,58,000
13	K.Prudhvi	ECE	Accord	7,50,000
14	L.Madhu Sudhan	ECE	wipro	1,58,000
15	A.Ankireddy	ECE	wipro	1,58,000
16	M.Sai Charan	ECE	subex	4,00,000
17	P.Bojjani	ECE	wipro	1,58,000
18	T.Suresh	ECE	Accord	7,50,000
19	K.Mahendhar	ECE	wipro	1,58,000
20	A.Akhil	EEE	wipro	1,58,000
21	L.Gopi	EEE	subex	4,00,000
22	M.Pavan Kumar	EEE	subex	4,00,000
23	P.Ibraheem	EEE	Wipro	1,58,000
24	G.Anil Kumar	EEE	Accord	7,50,000



PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

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25	J.Jeriel	EEE	Wipro	1,58,000
26	N.Lakshmi	EEE	Wipro	1,58,000
27	P..Prakash	EEE	Accord	7,50,000
28	S.Dharani	EEE	Accord	7,50,000
29	G.Suresh Babu	EEE	Wipro	1,58,000
30	K. lakshmi narayana	Mech	Wipro	1,58,000
31	D. Mahesh kumar	Mach	subex	4,00,000
32	P.veerabraham	Mech	Accord	7,50,000
33	D.Chandra Babu	Civil	Subex	4,00,000
34	K.Siva Ram	Civil	Accord	7,50,000
35	M.Kiran Kumar	Civil	Wipro	1,58,000
36	P.Kiran Kumar	Civil	Subex	4,00,000
37	Sk.Ziyauddin	Civil	Wipro	1,58,000
38	Y.Naga Raju	Civil	Accord	7,50,000
39	P.Narendra	Civil	Accord	7,50,000
40	J.Nageswarao	Civil	Wipro	1,58,000
41	T.Anjaneyulu	Civil	Wipro	1,58,000
42	T.Ravi Teja	Civil	Wipro	1,58,000

PRINCIPAL

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

Mr.A.Pavan Kumar

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

Dear Mr.A.Pavan Kumar,

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

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

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

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

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

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



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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,

Fax: +91-80-25352723 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

July 22, 2023



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PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta.
KORNEPADU, Vijayachandrababu Naidu Vengal Rao Circle,
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. B.Estaru Rani,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr.Narasimha 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.

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 GUNTUR - 522 017

Mr. Ch.Prasanna Kumar,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. Ch.Prasanna 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.

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

Ref No: 18665561

24-Nov-2021

Gangavarapu Srinivas



Dear Gangavarapu,

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:

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

Compensation and Benefits

Name: Gangavarapu Srinivas

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
	Annual Gross Compensation		6,82,368
	Incentive Indication (per annum)**		45,000
	Annual Total Compensation		7,27,368
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		7,46,868

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

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

Leave and vacation:

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

Category of Leave

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

- From date of joining, women associates will be entitled to maternity leave as per the Maternity Benefit (Amendment) Act 2017 based on their 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.


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

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Dear Mr.Narasimha Raju,

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GUNTUR - 522 017

Mr K.Shankar,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear K.Shankar,

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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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

EPSILON



Private and Confidential

04/20/2022

Shaik Umera
Hyderabad, Telangana

Dear Shaik

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Systems Administrator 1 within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 05/09/2022. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

Your Total Annual Salary will be INR 466,295.00 per annum, subject to applicable deductions. Please note that in addition to this, if you are eligible for contributions to any mandatory benefits, your share of such contributions shall be deducted from the Total Annual Salary. The Total Annual Salary shall be paid to you in accordance with Epsilon's normal payroll practices. The breakdown of your Total Annual Salary into Basic Salary and all relevant allowances is provided to you in Annexure 1. You will be solely liable for your personal tax liabilities and Epsilon makes no assurances that the tax treatment applicable to certain emoluments, allowances or benefits will continue for the entire term of employment. The breakdown of the Total Annual Salary may need to be revised from time to time in keeping with the regulatory developments or otherwise, and Epsilon will not be liable for any additional tax liability which you may face due to such revisions.


Your compensation will be reviewed periodically by Epsilon, and any increase will be discretionary and subject to and on basis of effective performance and Epsilon results during that period.

If Epsilon decides to terminate your employment other than summarily (e.g. for gross misconduct) you will be entitled to receive written notice of sixty (60) days. Epsilon reserves the right to make a payment in lieu of notice equivalent to your salary for any unexpired period of notice, less deductions required by law.

If you decide to terminate your employment with Epsilon, you are required to give written notice of sixty (60) days. You would be required to serve out the stipulated notice period and it cannot be offset against any accrued leave unless approved by Epsilon.

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

**Conversant Software Development and Campaign
Management Services LLP**
Identification Number AAD-2654

DocuSigned by:

73D596485EEC4DA...

Office Within Special Economic Zone:
Principal and Registered Office :- Floors 8-10, HUB
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
Bangalore 560045. Tel: +91.80.6751.4000
Fax :-91.80.6751.3699.

Hub 2:- Floors 5-7, HUB 2 Building of SEZ Towers, Karle
Town Centre, Nagavara, Bangalore 560045.

ANNEXURE 1
SALARY DETAILS

Component	Shaik Umera	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)		INR 466,295.00
	Basic	INR 200,507.00
	Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)		
	Employer's Contribution towards PF ¹	INR 24,061.00
	Gratuity ²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)		INR 500,000.00

¹ In accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, if applicable.

² Gratuity is only payable as per the Payment of Gratuity Act, 1972, upon completion of 5 years of continuous service, at the time of cessation of employment with Epsilon



DocuSigned by:
Umera Shaik
73D596465EEC4DA

Offer letter

September 14, 2023

Ref: OL_247_2023

RAMYA TULASI
ramyatulasi177199@gmail.com
7032155194

Dear **RAMYA TULASI**,

We take great pleasure in inviting you to be an integral part of Instellars Global Consulting.

Congratulations on being selected for the position of **Associate Consultant** and we are pleased to extend this offer of employment to you, this offer is contingent satisfactory completion of your reference checks and medical examination.

Your per annum fixed **Cost to Company (CTC)** (inclusive of all statutory payments that one is liable for) shall be **Rs. 600000 (Rupees Six Lakhs)** This CTC would be reviewed practically as per the norms and practices of the company. Please refer to the **Annexure 1**.

Your date of joining will not be later than **September 20, 2023**, and your employment location will be in **Bangalore**, company reserve the right to depute to any location based on the employment requirement. You will be on probation for the first 3 months, and to be confirmed on successful evaluation. You would need to serve notice period of two months, in occasion of resignation from the service.

As a part of the joining process, you are requested to send the soft copy to HR upon accepting the offer letter.

1. Relieving letter from the previous organization or Accepted Resignation letter
2. Last 3 months pay stubs
3. ID (Passport Copy, PAN and Aadhar)
4. Passport size photograph 3 Nos
5. Educational Degree(s) (Mark sheet(s))
6. Form 16 (Income Tax), from previous employer (if applicable)
7. Relevant Certifications

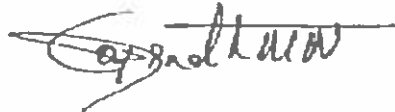
Please bring the original education certificates / mark sheets for verification.

Please sign the copy of this letter and return it within 2 days, to indicate the acceptance of this offer. The Letter of appointment would be issued at the time of joining after completing the joining formalities as per company policy.

This offer supersedes any discussions on this subject or offers made to you previously. The details of this offer are strictly confidential and may not be disclosed.

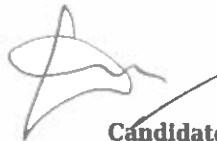
We look forward to you having a long and successful relationship with Instellars.

Yours sincerely,
For **Instellars Global Consulting Pvt. Ltd**



Gopinath MN
Director

I hereby accept the offer and terms set forth in this letter



Candidate Name: RAMYA TULASI

Date:

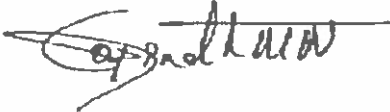
Annexure 1

September 14, 2023

Ref: OL_247_2023

Name: RAMYA TULASI	Date of Joining	September 20, 2023
Designation: Associate Consultant		
Total Fixed	600000	50000
Component	Yearly (₹)	Monthly (₹)
Basic (A)	240000	20000
BOA (B)	338400	28200
HRA	96000	8000
Conveyance	19200	1600
Medical	15000	1250
LTA	24000	2000
Special Allowances	184200	15350
PF(C)	21600	1800
Total Fixed (A+B+C)	600000	50000
Flexible Component (*) (D)	-	-
Total Cost to Company (A+B+C+D)	600000	50000
** Net Take home is further subject to reduce by an amount equivalent to Professional Tax and TDS(Income Tax on salary)		
** As per the Statutory requirement, equal amount will be contributed to the employee's Provident Fund and same will be deducted from Monthly gross salary of the employee		

Yours sincerely,
For Instellars Global Consulting Pvt. Ltd



Gopinath MN
Director

I hereby accept the offer and terms set forth in this letter

Candidate Name: RAMYA TULASI

Date:





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

**Bhargavi Rani,
Bangalore**

10-Apr-2021

Dear Bhargavi Rani,,

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



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

COMPENSATION STACK

Name: Bhargavi Rani,
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">Healthcare for employee, spouse & children.Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear **K.Srihari**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **aAssociate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:


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ANNEXURE I

Name	L.Gopi
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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



APPOINTMENT LETTER

21 May, 2021

Dear **N.Naga Raju**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. *You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.*
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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Srinivasa Pilladigunta,
KORNEPADU (VII), Vatticheruvu,
GUNTUR - 522 017

ANNEXURE I

Name	N.Naga Raju
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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

ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear **Y.Venkateswarulu**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

A handwritten signature in blue ink is located in the bottom right area of the page, above the stamp.

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

ANNEXURE II

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Name	Y.Venkateswarulu
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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Mr. K.Prudhvi
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear K.Prudhvi,

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

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

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

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

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

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



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5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR Page 2 of 7



APPOINTMENT LETTER

21 May, 2021

Dear **L.Madhu Sudhan,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder in accordance with the policy of the Company with respect thereto.


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KORNEPADU (Vil), Vatticherukuru (M)
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ANNEXURE I

Name	L.Madhu Sudhan
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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



APPOINTMENT LETTER

21 May, 2022

Dear **Anki Reddy**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **Associate** on the following terms:

1. Place of Employment and Timing:


1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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5th Mile, Pulladigunta.
KORNEPADU (Vil). Vatticherukuru (M)

Signed by Gorla Hemanth Reddy | hemanthreddygorla7675@gmail.com | 21-05-2022 08:07:28 AM IST |

40 27 246 68

ANNEXURE I

Name	Anki Reddy
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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GUNTUR - 522 017**



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

M.Sai Charan,
Bangalore

10-Apr-2021

Dear M.Sai Charan,

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, Bell andur Village, Varthur, Bangalore – 560103



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



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

COMPENSATION STACK

Name: M.Sai Charan,
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">Healthcare for employee, spouse & children.Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear **P.Bojjani**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a**Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:


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ANNEXURE II

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Name	P.Bojjani
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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

Mr. T.Suresh,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. T.Suresh,

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

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

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

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

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

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



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KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017 2

Accord Global Technology Solutions Pvt. Ltd.

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



APPOINTMENT LETTER

21 May, 2021

Dear **K.Mahendhar**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder in accordance with the policy of the Company with respect thereto.


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

ANNEXURE I

Name	K.Mahendhar
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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



APPOINTMENT LETTER

21 May, 2020

Dear **A.Akhil**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **Associate** on the following terms:

1. Place of Employment and Timing:


1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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KORNEPADU (Vij), Vaitheeswari, WICKM
GUNTUR - 522 017

ANNEXURE I

Name	A.Akhil
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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



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

L.Gopi
Bangalore

10-Apr-2023

Dear L.Gopi ,

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: L.Gopi

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">Healthcare for employee, spouse & children.Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

* 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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GUNTUR - 522 017



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✉	info@subex.com
🌐	www.subex.com

M.Pavan Kumar,
Bangalore

10-Apr-2021

Dear **M.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.

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GUNTUR - 522 017**



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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: **M.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">• Healthcare for employee, spouse & children.• Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear **P.Ibraheem**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

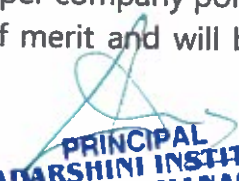
1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

Name


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ANNEXURE II

Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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

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

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

Dear Mr.Narasimha Raju,

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

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

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

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

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

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



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KORNEPADU (Vil), Vatticherukuru (M)
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APPOINTMENT LETTER

21 May, 2021

Dear **J.Jeriel**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a**Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder in accordance with the policy of the Company with respect thereto.


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ANNEXURE I

Name	J.Jeriel
Designation	Associate
Date Of Joining	23 May, 2022
Level	2A
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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



APPOINTMENT LETTER

21 May, 2021

Dear **N.Lakshmi**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **Associate** on the following terms:

1. Place of Employment and Timing:

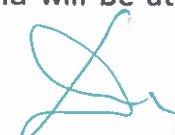
1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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GUNTUR - 522 017

ANNEXURE I

Name	N.Lakshmi
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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

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

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

Dear Mr. P.Prakash,

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

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

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

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

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

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


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KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 502002 Page 1 of 2

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.Dharani,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. S.Dharani, 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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House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additional benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	



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APPOINTMENT LETTER

21 May, 2021

Dear **G.Suresh Babu**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in blue ink is located at the bottom right of the page, above the stamp.

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

ANNEXURE I

Name	G.Suresh Babu
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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



APPOINTMENT LETTER

21 May, 2021

Dear **K.Lakshmi Narayana,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
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4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in blue ink is located below the text of the third section. The signature is stylized and appears to be "Gorla Hemanth Reddy".

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58C Old Anaparthi Rd,
KORNEPADU (VII), Vatticherukuru (MI)
GUNTUR - 522 017

ANNEXURE I

Name	K.Lakshmi Narayana
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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

D.Mahesh Kumar,
Bangalore

10-Apr-2021

Dear D.Mahesh 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.

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www.subex.com

COMPENSATION STACK

Name: D.Mahesh 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">Healthcare for employee, spouse & children.Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

* 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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KORNEPADU (Vil), Vatticherukuru
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Mr. P.Veerabraham,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. P.Veerabraham,
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
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House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additional benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	



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D.Chandra Babu
Bangalore

10-Apr-2021

Dear D.Chandra Babu

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 authorize 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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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: D.Chandra Babu
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">• Healthcare for employee, spouse & children.• Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

* 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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Mr K.Siva Ram,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear K.Siva Ram,

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

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

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

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

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

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


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 Page 1 of 2



APPOINTMENT LETTER

21 May, 2022

Dear **Kiran Kumar,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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ANNEXURE I

Name	P.Kiran Kumar
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000


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**P.Kiran Kumar,
Bangalore**

10-Apr-2021

Dear P.Kiran 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.

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COMPENSATION STACK

Name: P.Kiran 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">• Healthcare for employee, spouse & children.• Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

* 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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ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear **Sk.Ziyauddin**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

A handwritten signature in blue ink is located above the official stamp. The signature is stylized and appears to be the name of the Principal.

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GUNTUR - 522 017**

ANNEXURE II

Name	Sk.Ziyauddin
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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KORNEPADU (VII), Vatticherukuru (MI
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Mr. Y.Naga Raju
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. Y.Naga Raju

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

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

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

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

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

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



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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. P.Nagendra,
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. P.Nagendra,

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

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

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

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

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

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



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APPOINTMENT LETTER

21 May, 2021

Dear **J.Nageswarao**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of **aAssociate** on the following terms:

1. Place of Employment and Timing:


1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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KORNEPADI (Vil), Vatticherukuru (M)
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ANNEXURE I

Name	J.Nageswarao
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear T. Anjaneyulu,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

A handwritten signature in blue ink is located below the compensation section. The signature is stylized and appears to be "Gorla Hemanth Reddy".

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ANNEXURE II

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Name	T.Anjaneyulu
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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ANNEXURE I



APPOINTMENT LETTER

21 May, 2021

Dear **T.Ravi Teja**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 63200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:


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ANNEXURE II

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Name	T.Ravi Teja
Designation	Associate
Date Of Joining	23 May, 2022
Level	AA
Basic	63200
House Rent Allowance	31600
Bonus	16800
WBP	27906
PF	10920
Gratuity	3040
ESI	4534
Target Cost To Company (per Annum)	158000



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