

# PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

Approved by AICTE, Affiliated to JNTUK

www.titmgnt.ac.in

## List of Students Placed in the Academic Year 2022-2023

S.No	Name Of the Student	Branch	Company	Pay Package (In Rs.per
				Annum)
1	A.Gruha Lakshmi	CSE	Subex	4,00,000
2	G.Karishma	CSE	Accord	7,50,000
3	G.Sai Charishma	CSE	Subex	4,00,000
4	N.Sreekar	CSE	Subex	4,00,000
5	P.Preethi Pavani	CSE	Subex	4,00,000
6	P.Naga Sumit	CSE	Accord	7,50,000
7	S.Vinuthna	CSE	Accord	7,50,000
8	S.Sai Krishna	CSE	Accord	7,50,000
9	T.Gopi chand	CSE	Subex	4,00,000
10	V.Pravallika	CSE	Accord	7,50,000
11	A.Jagadesh	ECE	Subex	4,00,000
12	APrabhu	ECE	Subex	4,00,000
13	B.Harsha Vardhan	ECE	Subex	4,00,000
14	Ch.Manoj Kumar	ECE	Subex	4,00,000
15	G.Nithin	ECE	Subex	4,00,000
16	K.Dineesh Sai	ECE	Accord	7,50,000
17	N.Kalyan Kumar	ECE	Accord	7,50,000
18	P.Aravind	ECE	Accord	7,50,000
19	U.Sai Krishna	ECE	Accord	7,50,000
20	S.Fazal Ukrahaman	ECE	Accord	7,50,000
21	A.Gurindapalli	EEE	Subex	4,00,000
22	B.Ramu	EEE	Subex	4,00,000



# PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

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		MANATOR BATTER	3	
21	A.Gurindapalli	EEE	Subex	4,00,000
22	B.Ramu	EEE	Subex	4,00,000
23	B.Deverakonda	EEE	Subex	4,00,000
24	Ch.Devendra	EEE	Subex	4,00,000
25	Ch.Anil Kumar	EEE	Subex	4,00,000
26	K.Naresh	EEE	Subex	4,00,000
27	P.Ganesh	EEE	Subex	4,00,000
28	V.Uday Kiran	EEE	Subex	4,00,000
29	K.Sai Nikhil Chowdary	EEE	Subex	4,00,000
30	R.Akhil	EEE	Subex	4,00,000
31	A.Pavan Sai	МЕСН	Subex	4,00,000
32	B.Gopal	MECH	Accord	7,50,000
33	D.Raghu Ram	MECH	Accord	7,50,000
34	D.manoj Kumar	МЕСН	Accord	7,50,000
35	G.narasimha Raju	МЕСН	Accord	7,50,000
36	K.Manoj Karuna Murthy	МЕСН	Accord	7,50,000
37	K.Varun Kumar	МЕСН	Accord	7,50,000
38	K.Prashanth Rao	MECH	Accord	7,50,000
39	K.Vishnu Vardhan	МЕСН	Accord	7,50,000
40	L.Sai Kumar	МЕСН	Accord	7,50,000
41	S.Nagendra Varma	Civil	Subex	4,00,000
42	S.Eswara Rao	Civil	Subex	4,00,000
43	B.Bhavana	Civil	Subex	4,00,000
44	K.Anusha	Civil	Subex	4,00,000
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## PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

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45	K.Vamsi Krishna	Civil	Subex	4,00,000
46	Sk.Naveena	Civil	Accord	7,50,000
47	Sk.Nagoor baji	Civil	Accord	7,50,000
48	Ch.Sai Kishore	Civil	Accord	7,50,000
49	G.Sagar	Civil	Accord	7,50,000
50	K.Sai Prasad	Civil	Accord	7,50,000

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KORNEPADU (VII), Vatticherukuru (Mi



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

Name: A. Gruha Lakshmi

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:     Healthcare for employee, spouse & child     Interest free loans as per policy.
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	

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director - Talent Acquisition

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

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



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

A.Gruha Lakshmi **Bangalore** 

10-Apr-2023

DearGruha Lakshmi,

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



#### Mis.G.Karishma

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

Dear Mis.G.Karishma,

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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PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta.
KORNEPADU (Vil). Vatticherukuru (M)
GUNTUPPage & FF

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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjurath M.N

Manager - HR

July 22, 2023

PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Ragella ofgunta.

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

Accord Global Technology Solutions Pvt. Ltd.

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



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

G.Sai Charishma Bangalore

10-Apr-2023

Dear Sai Charishma,

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

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



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-	info@subex.com
•	www.subex.com

Name: G.Sai Charishma

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director – Talent Acquisition

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

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



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

Name: N.Sreekar

Designation: Software Engineer

Grade: T1

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

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For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



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0	www.subex.com

N.Sreekar Bangalore

10-Apr-2023

Dear Sreekar,

Many congratulations on making it happen!

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

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

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RIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Rulladigunta.
KORNEPADU (VII), Vallicherukuru (M)



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

Name: P.Preethi Pavani

**Designation: Software Engineer** 

Grade: T1

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

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For Subex Limited,

Harshal Nagar

**Associate Director – Talent Acquisition** 

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

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

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



8	+91 80 3745 1377
<b>2</b>	info@subex.com
0	www.subex.com

P.Preethi Pavani Bangalore

10-Apr-2023

Dear Preethi Pavani,

Many congratulations on making it happen!

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

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

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



Mr.P.Naga Sumit No. 1-158-A, Katiganikaiva, Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. Naga Sumit,

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.

62500

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	
Addition	al 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	PR

PRINCIPAL ADARSHINI INSTITUTE C TECHNOLOGY & MANAGENE

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

Cost To the Company (CTC)



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

GUNTUR - 522 017

Page 2 of 2

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



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

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

Dear Mr.Vinutha,

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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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	PRIM
Cost To the Company (CTC)	62500	Non-Taxable PRIVADARSHI PRIVADARSHI TECHNOLOGY



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

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

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

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

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

Your Sincerely.

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRIVADARSHINI INSTITUTE OF INST

Page 2 of 2



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

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

Dear Mr.Sai Krishna.

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.

62500

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	
Addition	al 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	

5th Nile, Pulladigunta. KORNEPADU (Vil). Vatticherukuru (MI

GUNTUR - 522 017

Cost To the Company (CTC)



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

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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



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

T.Gopi Chand Bangalore

10-Apr-2023

Dear T.Gopi Chand,

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



2	+91 80 3745 1377
<u>~</u>	info@subex.com
•	www.subex.com

Name: T.Gopi Chand

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	• Healthcare for omployee conver 9 shills
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director – Talent Acquisition

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

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



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

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

Dear Mr. Pravillika.

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	
Addition	al 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	PRIYAD
Cost To the Company (CTC)	62500	TECHN

LOGY & MANAGEMENT 5th Mile, Pulladigunta. KORNE ADU (VII), Vatticherukuru (M)



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

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

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

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

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

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

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

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

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

Your Sincerely.

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

**GUNTUR - 522 017** 

Page 2 of 2



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

Name: A.Jagadesh

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



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

A.Jagadesh Bangalore

10-Apr-2023

Dear Jagadesh,

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



25	+91 80 3745 1377
<b>=</b>	info@subex.com
9	www.subex.com

Name: A.Prabhu

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

**Associate Director -- Talent Acquisition** 

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

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



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A.Prabhu Bangalore

10-Apr-2023

Dear Prabhu,

Many congratulations on making it happen!

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

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

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

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

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

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

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



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

Name: B.Harsha Vardhan

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

**Associate Director – Talent Acquisition** 

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

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



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<u>~</u>	info@subex.com
•	www.subex.com

B.Harsha Vardhana Bangalore

10-Apr-2023

Dear Harsha Vardhan,

Many congratulations on making it happen!

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

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

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

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

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

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

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



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

Name: Ch.Manoj Kumar

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



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Ch.Manoj Kumar **Bangalore** 

10-Apr-2023

Dear Manoj 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.

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

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



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

Name: G.Nithin

Designation: Software Engineer

Grade: T1

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

Harshal Nagar

Associate Director - Talent Acquisition

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

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



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•	www.subex.com

G.Nithin Bangalore

10-Apr-2023

Dear Nithin.

Many congratulations on making it happen!

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

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

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



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

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

Dear Mr. Dinesh sai,

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 (	1
Gratuity	1000	Non-Taxable	1
Lunch Coupon	2200		IPAL
Medical Insurance (GMC, GPA & GTL)	1500	North RIVADARSHINI	MANAGEME
Total additional benefits	7100	TECHNOLOGY OF	illadigunta.
Cost To the Company (CTC)	62500		- 522 017



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

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

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

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

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

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

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

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

Your Sincerely.

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

Page 2 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.N.Kalyan Kumar No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

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

PRINCIPAL DLOGY & MANAGEMENT 5th Mile, Pulladigunta. KORNEPADU (Vil), Vatticherukuru (M)



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Maujunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



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

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

Dear Mr. Arvind,

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

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

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

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

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

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

PRINCIPA KSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta. KORNEPADU (VII), Vatticherukuru (MI



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Maujunath M.N

Manager - HR

July 22, 2023

PRINCIPAL
PRIVADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (MI
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Page 2 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.U.Sai Krishna No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

Dear Mr.Sai Krishna,

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	PRINCIPAL
Total additional benefits	7100	PRIYADAR	SHINI INSTITUTE
Cost To the Company (CTC)	62500		file, Pulladigunt

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



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



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

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

Dear Mr. Fazal,

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

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

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

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

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

Salary per month (in Rupees)	Remarks	
20000	Taxable	
8000	Taxable/Non-Taxable	
3000	Taxable	1
22400	Taxable	
2000	Taxable/Non-Taxable	
55400		
benefits		
2400	Non-Taxable	
1000	Non-Taxable	
2200	Non-Taxable	
1500	Non-Taxable	CA.
7100	DRIVADA	PRINCIPAL RSHINI INSTITUTE C LOGY & MANAGEMER AND Pulladigunta.
62500	TECHNO	LOGY & MANAGETTE Mile, Pulladigunta, ADU (Vil), Vatticherukuru (N
The same of the sa	(in Rupees) 20000 8000 3000 22400 2000 55400  2400 1000 2200 1500 7100	Remarks   Remarks



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M. N

Manager - HR

July 22, 2023

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

Accord Global Technology Solutions Pvt. Ltd.

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

# **SUBEX**

\$	+91 80 3745 1377
₹	info@subex.com
•	www.subex.com
	l .

#### **COMPENSATION STACK**

Name: A.Gurindapalli

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director – Talent Acquisition

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

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



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

A.Gurindapalli **Bangalore** 

10-Apr-2023

DearGurindapalli,

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



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

**B.Ramu** 

**Bangalore** 

10-Apr-2023

DearRamu,

Many congratulations on making it happen!

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

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

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

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



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

#### **COMPENSATION STACK**

Name: B.Ramu

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



+91 80 3745 1377
info@subex com

B.Devarakonda Bangalore

10-Apr-2023

Dear Devarakonda,

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



#91 80 3745 131 #Info@subex conwww.subex.com

#### **COMPENSATION STACK**

Name: B.Devarakonda

Designation: Software Engineer Grade:

**T1** 

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

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

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

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

For Subex Limited.

Harshal Nagar

Associate Director - Talent Acquisition

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

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



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

Ch.Devendra Bangalore

10-Apr-2023

Dear Ch.Devendra

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



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

#### **COMPENSATION STACK**

Name: Ch.Devendra

**Designation: Software Engineer** 

Grade: T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



+91 80 3745 1373
info@subex.com

Ch.Anil Kumar Bangalore

10-Apr-2023

Dear Anil Kumar,

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



+91 80 3745 13;

Info@subevinor

www.subex.com

#### **COMPENSATION STACK**

Name: Ch.Anil Kumar

Designation: Software Engineer Grade:

T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee arrays 2, 1311
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	but the loans as per policy.
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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

# **SUBEX**

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

#### **COMPENSATION STACK**

Name: K.Naresh

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



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

K.Naresh

**Bangalore** 

10-Apr-2023

DearNaresh.

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

> CRIVADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta. KORNEPADU (VII), Vatticherukuru (Mi

## SUBEX

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

#### **COMPENSATION STACK**

Name: P.Ganesh

Designation: Software Engineer

Grade: T1

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

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

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

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For Subex Limited,

Harshal Nagar

Associate Director — Talent Acquisition

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

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



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	info@subex.com
	www.subex.com
	\

P.Ganesh

**Bangalore** 

10-Apr-2023

DearGanesh,

Many congratulations on making it happen!

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

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

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

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

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

PHINCIPAL

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



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

V.Uday Kiran Bangalore

10-Apr-2023

DearUday kiran,

Many congratulations on making it happen!

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

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

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PRINCIPAL
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TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta.
KORNEPADU (Vil), Vatticherukuru (MI
GUNTUR - 522 017



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~	info@subex.com
•	www.subex.com

#### **COMPENSATION STACK**

Name: V.Uday Kiran

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director – Talent Acquisition

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

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

# **SUBEX**

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

#### **COMPENSATION STACK**

Name: K.Sai Nikhil Chowdary
Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for omployee cheese 9 - 144.1
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

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

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For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



22	+91 80 3745 1377
22	info@subex.com
0	www.subex.com

K.Sai Nikhil chowdary Bangalore

10-Apr-2023

DearNikhil,

Many congratulations on making it happen!

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

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

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

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

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

> RIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunia. KORNEPADU (Vil), Vatticherukuru (M)



+91.80.3745.137

mfoffsubex com

www.subex.com

R.Akhil Bangalore

10-Apr-2023

Dear Akhil,

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.

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

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



\*91.80.3745.13. T

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www.subex.noin

#### **COMPENSATION STACK**

Name: R.Akhil

Designation: Software Engineer Grade:

T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



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

A.Pavan Sai Bangalore

10-Apr-2023

DearPavan sai,

Many congratulations on making it happen!

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

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

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

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

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

> PRINCIPAL RIVADARSHINI INSTITUTE OF LECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta, KORNEPADU (Vil), Vatticherukuru (M)



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

#### COMPENSATION STACK

Name: A. Pavan Sai

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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

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



Mr.B.Gopal No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

Dear Mr.Gopal,

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 (Raimbursament & disbursaments)	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	<u> </u>
Cost To the Company (CTC)	62500	PHIVA

PRINCIPAL PRINCIPAL OF

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

Page 1 of 2



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

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

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

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

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

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

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

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

Your Sincerely.

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
PRIYADARSHINI INSTITUTE OF
MANAGEMEN'
TECHNOLOGY & MANAGEMEN'
5th Miles e Uladigunia.
KORNEPADU (VII). Vatikherukuru (M
GUNTUR - 522 017



p

#### Mr.D Raghu ram

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

Dear Mr. D Raghu 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.

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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	



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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

GINT(IP - 577 01 / Page 2 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.D.Manoj Kumar No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. Manoj 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	17
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	1
Gratuity	1000	Non-Taxable	()-1
Lunch Coupon	2200	Non-Taxable	1
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable P	MINCIPAL MINI INSTITUTE
Total additional benefits	7100	PRIYADAIG	GY & MANAGEM
Cost To the Company (CTC)	62500	DITT IN	le, Pulladigunta. J (Vil), Vatticherukuru VTUR - 522 017



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



Mr.G.Narasimha Raju 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	1.1.
Profit Sharing Bonus (PSB)/Others	3000	Taxable	
Special Allowance	22400	Taxable	li .
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable	15
Total Salary Payable (As applicable)	55400		
Additional	benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable	- 0
Gratuity	1000	Non-Taxable	
Lunch Coupon	2200	Non-Taxable	
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable	WCIPAL THE
Total additional benefits	7100	285	INI INSTITUTE
Cost To the Company (CTC)	62500	CCHNOLO	INCIPAL INI INSTITUTE OF INI INSTITUTE OF INI INSTITUTE OF INI INSTITUTE OF INCIPAL IN
		KORNEPADO	(Vil), Vatticina 17 TUR - 522 017



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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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Accord Global Technology Solutions Pvt. Ltd.



Mr.K.Manoj Karuna Murthy No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. Manoj Karuna Murthy,

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

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

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

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

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

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

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



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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRINCIPAL
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GUN 1 Page 2 of 2



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

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

Dear Mr. Varun 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 gank salary account.

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

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

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



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Maujunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



#### Mr.K.Prashanth Rao

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

Dear Mr.K.Prashanth Rao

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.

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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 (Vil), Vatticherukuru (M)
GUNTUR 1912017

Accord Global Technology Solutions Pvt. Ltd.



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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRINCIPAL PRIYADARSHINI INSTITUTE OF TECHNOLOGY & MANAGEMENT 5th Mile, Pulladigunta. KORNEPADU (Vil), Vatticherukuru (M) GUNTUR - 522 04 9f 2

Accord Global Technology Solutions Pvt. Ltd.



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

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

#### Dear Mr. Vishnu Vardhan

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

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

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

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

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

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

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Page 1 of 2

Total additional benefits

Cost To the Company (CTC)

7100

62500



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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



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

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

#### Dear Mr.Sai Kumar

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

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

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

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

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

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks	
Basic+ Variable Dearness Allowance	20000	Taxable	
House Rent Allowance	8000	Taxable/Non-Taxable	
Profit Sharing Bonus (PSB)/Others	3000	Taxable	1
Special Allowance	22400	Taxable	1
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	Les L
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable	PRINCIPAL PRINCIPAL
Total additional benefits	7100	PRIYAUA	OGY & MANAGEME
Cost To the Company (CTC)	62500	KORNEPA	Mile, Pulladigunta. DU (Vil), Vatticherukuru (M UNTUR - 522 017



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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (M)
GUNTUR 256220927

Accord Global Technology Solutions Pvt. Ltd.

# SUBEX

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

#### **COMPENSATION STACK**

Name:S.Nagendra Varma

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited.

Harshal Nagar

Associate Director – Talent Acquisition

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

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



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

S.Nagendra Varma Bangalore

10-Apr-2023

DearNagendra Varma,

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
PRIVADARSHINI INSTITUTE OP
TECHNOLOGY & MANAGEMENT
TECHNOLOGY & MANAGEMENT
Sth Mile, Pulladigunta.
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017



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

S.Esawara rao Bangalore

10-Apr-2023

DearEswara Rao,

Many congratulations on making it happen!

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

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

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

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

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

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

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

PRINCIPAL
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GUNTUR - 522 017

# SUBEX

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<b>Z</b>	info@subex.com
•	www.subex.com

#### **COMPENSATION STACK**

Name:S.Eswara Rao

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director - Talent Acquisition

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GUNTUR - 522 017

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



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Info@subex com

www.subex.com

B.Bhavana

Bangalore

10-Apr-2023

Dear Bhavana,

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: B.Bhavana

Designation: Software Engineer Grade:

T1

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

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director - Talent Acquisition

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



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#fo@subex 201

www.subex.com

K.Anusha Bangalore

10-Apr-2023

Dear Anusha,

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.

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

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



+91 89 3745 137 info@subexinom × www.s.bex.s.b

#### **COMPENSATION STACK**

Name: K.Anusha

Designation: Software Engineer Grade:

Components	in INR per annum	Benefits
Basic	1,80,000	
HRA	72,000	In addition to the above said compensation, you
Advance Statutory Bonus	24,000	are also eligible for benefits like:
FBP	93,742	Healthcare for employee snowe 9 shill a
Gross Total	3,69,742	<ul> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

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

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

For Subex Limited,

Harshal Nagar

Associate Director – Talent Acquisition

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



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

K.Vamsi Krishna Bangalore

10-Apr-2023

DearVamsi Krishna,

Many congratulations on making it happen!

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

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

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

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

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

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

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**GUNTUR - 522 017** 



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2	info@subex.com
•	www.subex.com

#### **COMPENSATION STACK**

Name: K. Vamsi Krishna

Designation: Software Engineer

Grade: T1

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

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

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

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

For Subex Limited,

**Harshal Nagar** 

Associate Director – Talent Acquisition

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GUNTUR - 522 017

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



Mr.Sk.Naveena No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

#### Dear Mr. Naveena

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	-RIYAD/

PRINCIPAL PRINCI

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

Page 1 of 2

## Accord Global Technology Solutions Pvt. Ltd.



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

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

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

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

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

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

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

Your Sincerely.

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

PRINCIPAL
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Page 2 of 2



Mr.Sk.Nagoor Baji No. 1-158-A, Katiganikalva, Anantapur, Andhra Pradesh - 515001.

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

#### Dear Mr. Nagoor Baji

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 creolited to respective Bank salary account.

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

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

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



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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5th Mile, Pulladigunta,
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GUNTUR Page 2 of 2

Accord Global Technology Solutions Pvt. Ltd.



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

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

### Dear Mr.Sai Kishore

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	$\sim$
Gratuity	1000	Non-Taxable	As
Lunch Coupon	2200	Non-Taxable	PRINCIPAL
Medical Insurance (GMC, GPA & GTL)	1500	NoR PHANADAR	SHINI INSTITUTE
Total additional benefits	7100	TECHNOLO 5th Mi	GY & MANAGEM le, Pulladigunta,
Cost To the Company (CTC)	62500	KORNEPADL	J (Vil), Vatticherukuru ITUR - 522 017



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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Page 2 of 2



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

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

Dear Mr.Sagar

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

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

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

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

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

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

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Page 1 of 2



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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

Page 2 of 2



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

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

#### Dear Mr.Sai Prasad

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

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

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

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

PRINCIPAL SHIPLING INSTITUTE OF

YADARSHINI INSTITUTE OF HNOLOGY & MANAGEMENT 5th Mile, Pulladigunta,

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

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### Accord Global Technology Solutions Pvt. Ltd.



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

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023

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

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