



PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

Approved by AICTE, Affiliated to JNTUK

www.pitngnt.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	A..Prabhu	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



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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	MECH	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	MECH	Accord	7,50,000
35	G.narasimha Raju	MECH	Accord	7,50,000
36	K.Manoj Karuna Murthy	MECH	Accord	7,50,000
37	K.Varun Kumar	MECH	Accord	7,50,000
38	K.Prashanth Rao	MECH	Accord	7,50,000
39	K.Vishnu Vardhan	MECH	Accord	7,50,000
40	L.Sai Kumar	MECH	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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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

PRINCIPAL

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

SUBEX

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

COMPENSATION STACK

Name: A.Gruha Lakshmi
Designation: Software Engineer
Grade: T1

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

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

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

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

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to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn.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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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

A.Gruha Lakshmi
Bangalore

10-Apr-2023

Dear Gruha 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



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

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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5th Mile, Pulladigunta.
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GUNTUR 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,

Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath. M.N

Manager - HR

July 22, 2023



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

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



Principal
PRIYADARSHINI INSTITUTE OF
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KORNEPADU (Vil), Vatticherukuru (M)
GUNTUR - 522 017

SUBEX

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

COMPENSATION STACK

Name: G.Sai Charishma

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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

COMPENSATION STACK

Name: N.Sreekar

Designation: Software Engineer

Grade: T1

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

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For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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SUBEX

0 81	+91 80 3745 1377
0 81	info@subex.com
0 81	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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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: P.Preethi Pavani

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">• Healthcare for employee, spouse & children.• Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
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For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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5th Mile, Pulladigunta.
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🌐	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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5th Mile, Pulladigunla.
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.

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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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.

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.

Murjunath. M.N

Manager - HR

July 22, 2023



PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta.
KORNEPADU (VII), Vatticherukuru (M)
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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.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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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: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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.

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



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GUNTUR - 522 017

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

Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023



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



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🌐	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

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🌐	www.subex.com

COMPENSATION STACK

Name: T.Gopi Chand
Designation: Software Engineer
Grade: T1

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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

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	
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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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.

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.
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GUNTUR - 522 017

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COMPENSATION STACK

Name: A.Jagadesh

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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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.

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COMPENSATION STACK

Name: A.Prabhu

Designation: Software Engineer

Grade: T1

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

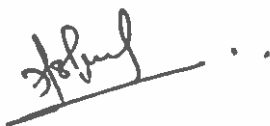
* Please refer to the detailed FBP breakup along with the mail.

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

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

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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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

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.

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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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GUNTUR - 522 017

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info@subex.com
www.subex.com

COMPENSATION STACK

Name: B.Harsha Vardhan

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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GUNTUR - 522 017

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.

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COMPENSATION STACK

Name: Ch.Manoj Kumar
Designation: Software Engineer
Grade: T1

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

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

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

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

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For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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

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.

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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	www.subex.com

COMPENSATION STACK

Name: G.Nithin

Designation: Software Engineer

Grade: T1

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

Harshal Nagar
Associate Director – Talent Acquisition

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GUNTUR - 522 017

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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.

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

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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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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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.

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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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	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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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023



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Accord Global Technology Solutions Pvt. Ltd.

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

Mr. P.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	
Additional benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
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Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	


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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.

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

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

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

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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023



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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.

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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
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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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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA201 6PTC0931 01 The compensation
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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.

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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.

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

Mr.S.FazalUkrahman
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.

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Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
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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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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023



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SUBEX

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

COMPENSATION STACK

Name: A.Gurindapalli

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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A.Gurindapalli
Bangalore

10-Apr-2023

Dear Gurindapalli,

Many congratulations on making it happen!

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

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

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

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

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

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

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



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



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

B.Ramu
Bangalore

10-Apr-2023

Dear Ramu,

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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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: B.Ramu

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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info@subex.com
www.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.

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info@subex.com
www.subex.com

COMPENSATION STACK

Name: B.Devarakonda

Designation: Software Engineer Grade:
T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">Healthcare for employee, spouse & children.Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
Gross Total	3,69,742	
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Total Fixed Pay	4,00,000	
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* Please refer to the detailed FBP breakup along with the mail.

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For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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🌐	www.subex.com

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.

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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



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

COMPENSATION STACK

Name: Ch.Devendra

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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



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.

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GUNTUR - 522 017



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info@subex.com
www.subex.com

COMPENSATION STACK

Name: Ch.Anil Kumar

Designation: Software Engineer Grade:
T1

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

Harshal Nagar
Associate Director – Talent Acquisition

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COMPENSATION STACK

Name: K.Naresh

Designation: Software Engineer

Grade: T1

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

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For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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✉	info@subex.com
🌐	www.subex.com

K.Naresh
Bangalore

10-Apr-2023

Dear Naresh,

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.

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COMPENSATION STACK

Name: P.Ganesh

Designation: Software Engineer

Grade: T1

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



Harshal Nagar
Associate Director – Talent Acquisition



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

P.Ganesh
Bangalore

10-Apr-2023

Dear Ganesh,

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.

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GUNTUR - 522 017



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info@subex.com
www.subex.com

V.Uday Kiran
Bangalore

10-Apr-2023

Dear Uday 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.

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COMPENSATION STACK

Name: V.Uday Kiran
Designation: Software Engineer
Grade: T1

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

Harshal Nagar
Associate Director – Talent Acquisition

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COMPENSATION STACK

Name: K.Sai Nikhil Chowdary
Designation: Software Engineer
Grade: T1

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



Harshal Nagar
Associate Director – Talent Acquisition



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K.Sai Nikhil chowdary
Bangalore

10-Apr-2023

Dear Nikhil,

Many congratulations on making it happen!

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

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

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GUNTUR - 522 017



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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.

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info@subex.com
www.subex.com

COMPENSATION STACK

Name: R.Akhil

Designation: Software Engineer Grade:
T1

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

Harshal Nagar
Associate Director – Talent Acquisition

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

A.Pavan Sai
Bangalore

10-Apr-2023

Dear Pavan 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.

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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	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">• Healthcare for employee, spouse & children.• Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
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For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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GUNTUR - 522 017

Mr.B.Gopal
No. 1-158-A, Katiganikaiva,
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 /Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additional benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	



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Page 1 of 2

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.

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath. M.N

Manager - HR

July 22, 2023



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PRIYADARSHINI INSTITUTE OF
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5th Mile, Bulladigunta,
KORNEPADU (Vij). Vatticherukuru (M
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Accord Global Technology Solutions Pvt. Ltd.

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

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.

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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	



Accord Global Technology Solutions Pvt. Ltd.

No. 72 & 73, 1st & 4th Floor, K R Colony, Domlur Layout, Bangalore – 560071, INDIA. Phone: +91 80 24350103

**PRIYADARSHINI INSTITUTE ·
TECHNOLOGY & MANAGEMENT**
5th Mile, Pulladigunta,
KORNERADU (M), Vatticherukur (M),
GUNTUR - 522 017.

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.

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

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

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

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

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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 (M)
GUNTUR - 522 017

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
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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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA201 6PTC0931 01 The compensation
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Doing other work: Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (Part time or otherwise) or work in an advisory capacity or be interested, directly or indirectly (except as a share or deposit holder, etc.) in any other trade or business during your employment with the Company without written permission of the Company.

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

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

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

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

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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.

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

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.

<i>Salary Particulars (Break-up)</i>	<i>Salary per month (In Rupees)</i>	<i>Remarks</i>
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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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.

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**.

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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath. M.N

Manager - HR

July 22, 2023



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PRIYADARSHINI INSTITUTE OF
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5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (MI)
GUNTUR - 522 017
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 bank salary account.

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

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



PRINCIPAL
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5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (RGA)
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: U74999KA2016PTC093101 The compensation package offered to you is strictly confidential and should not be discussed with any other employees under any circumstances.

Any breach of confidentiality will result in your employment getting terminated without notice.

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

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

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.

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

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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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KORNEPADU (Vil), Vatticherukuru (M)
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Accord Global Technology Solutions Pvt. Ltd.

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

Mr.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.

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House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
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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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DR. PARSHINI INSTITUTTE OF
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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA201 6PTC0931 01 The compensation
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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023



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

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
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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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath M.N

Manager - HR

July 22, 2023



**PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT**
5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR Page 22 of 27

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

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

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

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

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

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

For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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

S.Nagendra Varma
Bangalore

10-Apr-2023

Dear Nagendra 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


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

S.Eswara rao
Bangalore

10-Apr-2023

Dear Eswara 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.

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SUBEX

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✉	info@subex.com
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COMPENSATION STACK

Name: S.Eswara Rao

Designation: Software Engineer

Grade: T1

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

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

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For Subex Limited,



Harshal Nagar
Associate Director – Talent Acquisition



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

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.

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

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For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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GUNTUR - 522 017



+91 80 3746 1377
info@subex.com
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.

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GUNTUR - 522 017



+91 89 3745 1311
info@subex.com
www.subex.in

COMPENSATION STACK

Name: K.Anusha

Designation: Software Engineer Grade:
T1

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

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For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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🌐	www.subex.com

K.Vamsi Krishna
Bangalore

10-Apr-2023

Dear Vamsi Krishna,

Many congratulations on making it happen!

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

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

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🌐	www.subex.com

COMPENSATION STACK

Name: K.Vamsi Krishna

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">• Healthcare for employee, spouse & children.• Interest free loans as per policy.
HRA	72,000	
Advance Statutory Bonus	24,000	
FBP	93,742	
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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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TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017

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	



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GUNTUR - 522 017

Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
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Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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 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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Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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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



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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.Ch.SaiKishore
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.

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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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Identity Number: U74999KA201 6PTC0931 01 The compensation
package offered to you is strictly confidential and should not be
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getting terminated without notice.

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Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Murjunath. M.N

Manager - HR

July 22, 2023



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5th Mile, Pulladigunta,
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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	
Additional benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
Lunch Coupon	2200	Non-Taxable
Medical Insurance (GMC, GPA & GTL)	1500	Non-Taxable
Total additional benefits	7100	
Cost To the Company (CTC)	62500	


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

Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
package offered to you is strictly confidential and should not be
discussed with any other employees under any circumstances.
Any breach of confidentiality will result in your employment
getting terminated without notice.

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

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

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

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

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

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

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

Your Sincerely,

For Accord Global Technology Solutions Private Limited.

Manjunath. M.N

Manager - HR

July 22, 2023



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

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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GUNTUR - 522 017

Fax: +91-80-25352723 www.accord-global.com Corporate
Identity Number: U74999KA2016PTC093101 The compensation
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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.

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