



PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

Approved by AICTE, Affiliated to JNTUK

www.pitmgnt.ac.in

List of Students Placed in the Academic Year 2020-2021

S.No	Name Of the Student	Branch	Company	Pay Package (In Rs.per Annum)
1	A.Vikas	CSE	Epsilon	5,00,000
2	B.Sai Kumar	CSE	Epsilon	5,00,000
3	Ch.Durga Prasad	CSE	Subex	4,00,000
4	G.Samba siva Rao	CSE	Subex	4,00,000
5	G.Prashanthi	CSE	Subex	4,00,000
6	M.Govardhan	CSE	Cognizant	401,988
7	M.Girija	CSE	Accord	7,50,000
8	R.Sailaja	CSE	Epsilon	5,00,000
9	U.Naveen Kumar	CSE	Aliceblue	6,54,408
10	L.Linga Babu	CSE	Epsilon	5,00,000
11	S.Anil Kumar	CSE	Accord	7,50,000
12	G.Hemanth Reddy	CSE	Wipro	11,00,000
13	B.Sankar	ECE	Subex	4,00,000
14	D.Krishna Prasad	ECE	Accord	7,50,000
15	G. Anusha	ECE	Epsilon	5,00,000
16	Adi Prasad	ECE	Epsilon	5,00,000
17	K.Venkata Sivaram	ECE	Accord	7,50,000
18	M.Siva Prasad Reddy	ECE	Subex	4,00,000
19	P.Durga Prasad	ECE	Subex	4,00,000
20	K.Bhargavi	ECE	Subex	4,00,000
21	K.Y.naga Manikanta	ECE	Accord	7,50,000
22	T.Venkata Krishna	ECE	Subex	4,00,000
23	D. Venkatesh	EEE	Epsilon	5,00,000



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24	K.Hari Naik	EEE	Subex	4,00,000
25	K.Sanjeev	EEE	Subex	4,00,000
27	V Arun Kumar	EEE	Epsilon	5,00,000
28	V .Mahesh	EEE	Epsilon	5,00,000
29	K. Syam Raju	EEE	Accord	7,50,000
30	K. Venkatesh	EEE	Accord	7,50,000
31	P. Venkata sai ram	EEE	Epsilon	5,00,000
32	P. Hemanth	EEE	Subex	4,00,000
33	G. Sireesha	EEE	Epsilon	5,00,000
34	A.Devaraj	Mech	Epsilon	5,00,000
35	B.manikumar	Mech	Epsilon	5,00,000
36	D.venkatesh	Mech	Accord	7,50,000
37	Om sai krishna	Mech	Epsilon	5,00,000
38	V.karthik	Mech	Epsilon	5,00,000
39	B.Mohan Sai	Civil	Epsilon	5,00,000
40	B.Prakash Reddy	Civil	Epsilon	5,00,000
41	Ch.Ravi Kumar	Civil	Subex	4,00,000
42	K.SambaSiva Rao	Civil	Subex	4,00,000
43	P.Ashok	Civil	Epsilon	5,00,000
44	V.Surendra Babu	Civil	Accord	7,50,000
45	G.Venkata Suresh	Civil	Epsilon	5,00,000
46	M.Anil Kumar	Civil	Epsilon	5,00,000
47	Ch.Venu Babu	Civil	Accord	7,50,000
48	M.Krishna Reddy	Civil	Subex	4,00,000


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



Private and Confidential

04/10/2021

A.Vikas
Hyderabad, Telangana

Dear Shaik

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Systems Administrator 1 within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 05/10/2022. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

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

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


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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP
Identification Number AAD-2654
Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Urooba Shaik
Sub: 600562101 B 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.


PRINCIPAL
PROVARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
5th Floor, Guntur
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017

ANNEXURE 1
SALARY DETAILS

Component	A. Vikas	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)	INR 466,295.00	
Basic	INR 200,507.00	
Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00	
Retirals (B)		
Employer's Contribution towards PF ¹	INR 24,061.00	
Gratuity ²	INR 9,644.00	
Total Cost to Company (C) = (A) + (B)	INR 500,008.00	


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

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

EPSILON



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04/10/2021

B.Sai Kumar
Hyderabad, Telangana

Dear Shaik

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Systems Administrator 1 within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 05/10/2021. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

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Identifying Number AAD-2654

Bangalore 560045. → Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Umeeda Shaik

Hub 2 of SEZ Towers, BUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone

Principal and Registered Office - Floors 8-10, HBB,

1 Building of SEZ Towers, Karle Town Centre, Nagavara,

5th Mile, P. O. Kornepadu (M), Vardhacherruru (R),

GUNTUR - 522 017

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Vardhacherruru (R),
GUNTUR - 522 017

ANNEXURE 1

SALARY DETAILS

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



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



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

Ch.Durga Prasad
Bangalore

10-Apr-2022

Dear Ch.Durga Prasad

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

COMPENSATION STACK

Name: Ch.Durga Prasad
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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G.Samba Siva Rao
Bangalore

10-Apr-2022

Dear G.Samba Siva 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.

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info@subex.com
www.subex.com

COMPENSATION STACK

Name: G.Samba Siva 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	

* 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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G.Prashanthi
Bangalore

10-Apr-2022

Dear G.Prashanthi

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: G.Prashanthi

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

Ref No: 18665561

24-Nov-2021

M.Govardhan



Dear M.Govardhan

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

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

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

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

Please note:

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

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:

Compensation and Benefits

Name: **S.Raj Kumar**

Designation: **Associate - Projects**

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

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

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

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

Cognizant Technology Solutions India Private Limited

M.Govardhan



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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04/20/2022

R. Sailaja
Hyderabad, Telangana

Dear Shaik

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Conversant Software Development and Campaign Management Services LLP

Identifying Number AAD-2654

Bangalore 560045. Tel: +91.80.6751.4000 Fax : 91.80.6751.3699.

Ureeda Shark

Hub 2, Floor 2, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone

Principal and Registered Office : Floor 8-10, HUB

1 Building of SEZ Towers, Karle Town Centre, Nagavara,

5th Mile, Pulladigunta,

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ANNEXURE 1
SALARY DETAILS

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


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

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

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

Appointment Letter

Dear Mr. Uppara Naveen Kumar,
EMP Code: C3599

With reference to your application and the interview you had with us, we are pleased to offer you the position of "Software Engineer-Developer" for our Head Office, Bangalore office, on the following terms and conditions. Your CTC will be of INR 700008 Per Annum (Seven Lakhs Eight Only).

Your joining will be on **20-Apr-2023** under the following terms and conditions:

1. **JOB TITLE: Software Engineer-Developer**

2. **JOB ASSIGNMENT & REPORTING:**

In this position of: Software Engineer-Developer you will be reporting to **GAURI GAUR-Software Developer** and accountable to the designated authority, specified by the organization and ensure that the company standards are practiced and maintained from time to time.

You will be responsible for working closely with your team members / other employees and shall always ensure maintenance of harmonious relations in the organization.

3. **EMOLUMENTS & OTHER BENEFITS:**

You shall be paid total emoluments as per the Salary Break-up enclosed herewith.


This letter along with the Annexure / Enclosures shall form the contract of employment between you and Alice Blue Financial Services Pvt. Ltd which shall be referred to as the Company.

The emoluments/benefits due to you will be liable /subject to tax in accordance with the provisions of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

Alice Blue Financial Services Pvt., Ltd

CIN: U65929TZ3017PTCO38583

Corp. Off. : 153/2, M.R.B. Arcade, Bagalur Main Road, Dwarka Nagar, Yeshwanthpur, Bangalore - 560065
Reg. Off. : Old No. 56/2, New No. 58, LIC Nagar, Vinayagar, Kovil Street - 8, Emde - 618 007
askus@aliceblueindia.com www.allceblueonline.com



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Pulladigunta,
KORNER (M)
GUNTUR - 522 017

Annexure I: CTC Break up

Name	Uppara Naveen Kumar	
Designation	Software Engineer	
Date of Joining	20-Apr-2023	
Location	Head Office, Bangalore	
PARTICULARS	PER MONTH (INR)	PER ANNUM (INR)
PART - A		
Basic	28,267	339204
DA	0	0
HRA	14,134	169608
Conveyance Allowance	1,600	19200
Medical Allowance	1,250	15000
Other Allowance	11,283	135396
Gross	56534	678408
PART - B		
Employer's Contribution of P.F.	1,800	21,600
Employer's Contribution ESIC	0	0
PART - C		
Employee's Contribution of P.F.	1,800	21,600
Employee's Contribution ESIC	0	0
P. Tax	200	2,400
CTC [PART-A + PART-B]	58,334	700008
Net Pay [PART-A - PART-C]	54,534	6,54,408

For Alice Blue Financial Services Private Limited

Received & Accepted



Authorised Signatory

Uppara Naveen Kumar

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

Alice Blue Financial Services Pvt., Ltd

CIN: U65929TZ2017PTCO28583

Corp. Off. : 153/2, M.R.B. Arcade, Bagalur Main Road, Dwaraka Nagar, Yelahanka, Bengaluru – 560 063. 080 – 2847 8599

Reg. Off. : Old No. 56/2, New No. 58, Lic Nagar, Vinayagar, Kovil Street – 8, Erode – 638 002

askus@aliceblueindia.com www.aliceblueonline.com

EPSILON



Private and Confidential

04/20/2022

L.Linga Babu
Hyderabad, Telangana

Dear Shaik

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

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

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign
Management Services LLP

Identification Number AAD-2654

Bangalore 560045. → Tel: +91.80.6751.4000 Fax :- 91.80.6751.3699.

Umeba Shaik

Hub 7 Floors 8-10, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB
1 Building of SEZ Towers, Karle Town Centre, Nagavara,

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

ANNEXURE 1

SALARY DETAILS

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

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

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


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 KORNELAPURAM, Vengalacherukuru (M)
 GUNTUR - 522 017



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

S.Anil Kumar
Bangalore

10-Apr-2022

Dear S.Anil Kumar

Many congratulations on making it happen!

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

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

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

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

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

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

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


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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: S.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	
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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APPOINTMENT LETTER

21 May, 2022

Dear **Gorla Hemanth Reddy**,

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

1. Place of Employment and Timing:

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

2. Compensation and Benefits:

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

3. Reimbursement of Expenses:

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

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5th Mile, Pulladigunta,
KORNEPADU (Vil), Vatticherukuru (M)
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Signed by Gorla Hemanth Reddy | hemanthreddygorla7675@gmail.com | 21-05-2022 08:07:28 AM IST |

49.37.246.68

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **23 May, 2022** and You will join as a confirmed employee.

1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice .The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time. .
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you



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

B.Sankar
Bangalore

10-Apr-2022

Dear B.Sankar

Many congratulations on making it happen!

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

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

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

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

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

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

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GUNTUR - 522 017



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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: B.Sankar

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

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

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

Dear Mr. D.Krishna Prasad

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

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

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

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

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

Salary Particulars (Break-up)	Salary per month (in Rupees)	Remarks
Basic+ Variable Dearness Allowance	20000	Taxable
House Rent Allowance	8000	Taxable/Non-Taxable
Profit Sharing Bonus (PSB)/Others	3000	Taxable
Special Allowance	22400	Taxable
Leave Travel Assistance/ Leave Travel Concession (Reimbursement & disbursements)	2000	Taxable/Non-Taxable
Total Salary Payable (As applicable)	55400	
Additional 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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KORNEPATU (VII), Vatticherukuru (M)
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04/20/2022

G. Anusha
Hyderabad, Telangana

Dear Shaik

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

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

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP
1000, Dheeraj Reddy Street, AAD-2654
Bangalore 560045. → Umeeda Shark
Hub 2, Floor 2, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.
Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Office Within Special Economic Zone
Principal and Registered Office, Floor 10, HUB,
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
KORNEPADU (VII), Vaiticheruvuru (M)
GUNTUR - 522 017
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TECHNOLOGY & MANAGEMENT
5th FLOOR, PUNJAB
HALL

ANNEXURE 1
SALARY DETAILS

Component	G..Anusha	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)		INR 466,295.00
	Basic	INR 200,507.00
	Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)		
	Employer's Contribution towards PF¹	INR 24,061.00
	Gratuity²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)		INR 500,000.00


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

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



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04/10/2021

Adi Prasad
Hyderabad, Telangana

Dear Shaik

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Systems Administrator 1 within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 05/10/2022. Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

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


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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP
Identification Number AAD-2654
Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.
Hub 2, SEZ Towers, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.


PRINCIPAL
PREYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
Office Within Special Economic Zone
Principal and Registered Office Floor 11, HUB
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
KORNEPADU (VII), Vardhannapeta (MI)
GUNTUR - 522 017

ANNEXURE 1
SALARY DETAILS

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


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

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

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

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

Dear Mr. K.Venkata Swami

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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Accord Global Technology Solutions Pvt. Ltd.

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



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

M.Siva Prasad Reddy

Bangalore

10-Apr-2022

Dear M.Siva Prasad Reddy

Many congratulations on making it happen!

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

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

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

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

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

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

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

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GUNTUR - 522 017**



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🌐	www.subex.com

COMPENSATION STACK

Name: M.Siva Prasad Reddy

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">• 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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TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
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P.Durga Prasad
Bangalore

10-Apr-20232

Dear P.Durga Prasad,

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 re port at the below address for your joining formalities.

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



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info@subex.com
www.subex.com

COMPENSATION STACK

Name: P.Durga Prasad
Designation: Software Engineer
Grade: T1

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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



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info@subex.com
www.subex.com

K.Bhargavi
Bangalore

10-Apr-2022

Dear K.Bhargavi

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: K.Bhargavi

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,

Marshal Nagar
Associate Director – Talent Acquisition

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

Mr. K.Y.Naga Manikanta
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. K.Y.Naga Manikanta

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


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

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

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

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

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



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Accord Global Technology Solutions Pvt. Ltd.

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



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✉	info@subex.com
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T.Venkata Krishna
Bangalore

10-Apr-2022

Dear T.Venkata Krishna

Many congratulations on making it happen!

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

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

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

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

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

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

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

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GUNTUR - 522 017**



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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: T.Venkata 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	
Gross Total	3,69,742	
PF	21,600	
Gratuity	8,658	
Retirals**	30,258	
Total Fixed Pay	4,00,000	
Total Cost to Company	4,00,000	

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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



Private and Confidential

04/20/2022

D.Venkatesh
Hyderabad, Telangana

Dear Shaik

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

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

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP
Identification Number AAD-2654
Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.
Hub 7 of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone:
Principal and Proprietor
1 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.
**PRINCIPAL
PRADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Punabagunta,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017**

ANNEXURE 1
SALARY DETAILS

Component	D.Venkatesh
	Systems Administrator 1
	Amount (INR per annum)
Total Annual Salary (A)	INR 466,295.00
Basic	INR 200,507.00
Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)	
Employer's Contribution towards PF ¹	INR 24,051.00
Gratuity ²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)	INR 500,000.00


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

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



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K.Hari Naik
Bangalore

10-Apr-2022

Dear **K.Hari Naik**

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: K.Hari Naik

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">• 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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K.Sanjeev
Bangalore

10-Apr-2022

Dear K.Sanjeev

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

COMPENSATION STACK

Name: K.Sanjeev
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



Private and Confidential

04/20/2022

V.Arun Kumar
Hyderabad, Telangana

Dear V.Arun Kumar

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

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

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP
 Identification Number AAD-2654
 Bangalore 560045. Tel: +91.80.6751.4000 Fax :- 91.80.6751.3699.
 Hub 2, Floor 8, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone:
 Principal and Registered Office :- Floors 8-10, HUB
 1 Building of SEZ Towers, Karle Town Centre, Nagavara,

Uma Shaik
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 TECHNOLOGY & MANAGEMENT
 5th Mile, Pulladigunta
 KORNEPADU (VII), Vatticheri
 GUNTUR

accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

This offer is subject to:

- Confirmation of your entitlement to work in the India and/or you having a valid work permit to work in this country.
- Successful completion of background checks and employment references. By signing this offer letter, you hereby consent to all such background investigations and/or reference checks that may be carried out in relation to you by Epsilon.
- You signing and returning this offer letter within 5 days of receipt.
- You signing an Agreement of Employment (which will be issued to you on your joining date) and you entering into the Covenant of Confidentiality, a copy of which will be attached to the Agreement of Employment, and pledging to sign the Code of Ethics when it becomes available.
- You having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by Epsilon.
- You keeping the terms of this offer letter confidential. In the event that you breach this obligation, Epsilon reserves the right to rescind this offer letter immediately.

No work may be performed until all the conditions of this letter have been met. You acknowledge and understand that Epsilon will process your personal information including your sensitive personal data or information ("Personal Information") for purposes of creating your employee records, payroll records & for purposes as set out in the Data Privacy Policy which is available on Epsilon's intranet. By accepting the terms of employment, you hereby consent to the collection and disclosure of your Personal Information by Epsilon to and from third parties and for the transfer of your Personal Information by Epsilon to its group companies, suppliers, vendors and customers within and outside India, where it is necessary for purposes related to your employment or where it is legally required. The reference to "sensitive personal data" above is to the categories of personal data identified by data privacy laws as requiring special protection. You also agree not to use any Personal Information other than in connection with and to the extent necessary for meeting the business requirements of Epsilon.

Please note that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between you and Epsilon. Any employer-employee relationship is only meant to arise upon execution of the Agreement of Employment between you and Epsilon that will be provided to you on your start date should you accept this offer of employment. Upon execution of the Agreement of Employment, this letter shall form a part of the terms of your employment, and shall be read together with the Agreement of Employment.

This letter shall be governed by and construed in accordance with the laws of India. The courts at Bangalore shall have exclusive jurisdiction to decide any dispute arising out of this letter.

Conversant Software Development and Campaign
Management Services LLP

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04/10/2021

V.Mahesh
Hyderabad, Telangana

Dear Shaik

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

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Uma Shaik
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1 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.
5th Mile, Pulladigunta, KORNEPADU (VII), Vatticherukuru (M) GUNTUR - 522 017

ANNEXURE 1
SALARY DETAILS

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



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

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

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

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

Dear Mr. K.Syam 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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Page 1 of 2

Accord Global Technology Solutions Pvt. Ltd.

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

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

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

Dear Mr. K.Venkatesh

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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KORNEPADU (V), Vaidheshwara (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,

EPSILON



Private and Confidential

04/20/2022

P.Venkata Sai Ram
Hyderabad, Telangana

Dear Shaik

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

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Conversant Software Development and Campaign
Management Services LLP

Identifying Number AAD-2654

Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Hub 7, Floor 8, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB
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GUNTUR - 522 017

ANNEXURE 1

SALARY DETAILS

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



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

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



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

P.Hemanth
Bangalore

10-Apr-20232

Dear P.Hemanth,

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

COMPENSATION STACK

Name: P.Hemanth

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



Private and Confidential

04/20/2022

G. Sireesha
Hyderabad, Telangana

Dear Shaik

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

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

ANNEXURE 1

SALARY DETAILS

Component	G. Sireesha	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)	INR 466,295.00	
	Basic	INR 200,507.00
	Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)		
	Employer's Contribution towards PF ¹	INR 24,051.00
	Gratuity ²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)	INR 500,000.00	


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

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



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04/10/2022

A. Devaraj
Hyderabad, Telangana

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Conversant Software Development and Campaign Management Services LLP
Identification Number AAD-2654
Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.
Ureela Shank
Hub 2 Floor 202, BUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

[Signature]
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PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
Principal and Registrar, 10th Floor, Hub
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
Guntur, Andhra Pradesh, India.
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GUNTUR - 522 017

ANNEXURE 1

SALARY DETAILS

Component	A.Devaraj	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)	INR 466,295.00	
	Basic	INR 200,507.00
	Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)		
	Employer's Contribution towards PF ¹	INR 24,051.00
	Gratuity ²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)	INR 500,000.00	



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GUNTUR - 522 017

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

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

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04/10/2021

B.Manikumar
Hyderabad, Telangana

Dear Shaik

Thank you for taking the time to meet with us. We are delighted to inform you that Conversant Software Development and Campaign Management Services LLP, trading as Epsilon, ("Epsilon") is prepared to offer you employment for the position of Systems Administrator 1 within Epsilon, and on the terms outlined in this offer letter and on the assumption of the authenticity of all information provided to us by you. We anticipate your employment start date to be on or before 05/10/2022 Should you accept this offer and satisfy the conditions set out in this offer letter, we will issue you an Agreement of Employment setting out in detail the terms and conditions of your employment, on your start date.

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

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Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP

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Uroba Shank

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

ANNEXURE 1

SALARY DETAILS

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



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Mr. D.Venkatesh
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr D.Venkatesh

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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04/20/2022

Om Sai Krishna

Hyderabad, Telangana

Dear Om Sai Krishna

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

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Ureeda Shark

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GUNTUR - 522 017

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accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

This offer is subject to:

- Confirmation of your entitlement to work in the India and/or you having a valid work permit to work in this country.
- Successful completion of background checks and employment references. By signing this offer letter, you hereby consent to all such background investigations and/or reference checks that may be carried out in relation to you by Epsilon.
- You signing and returning this offer letter within 5 days of receipt.
- You signing an Agreement of Employment (which will be issued to you on your joining date) and you entering into the Covenant of Confidentiality, a copy of which will be attached to the Agreement of Employment, and pledging to sign the Code of Ethics when it becomes available.
- You having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by Epsilon.
- You keeping the terms of this offer letter confidential. In the event that you breach this obligation, Epsilon reserves the right to rescind this offer letter immediately.

No work may be performed until all the conditions of this letter have been met. You acknowledge and understand that Epsilon will process your personal information including your sensitive personal data or information ("Personal Information") for purposes of creating your employee records, payroll records & for purposes as set out in the Data Privacy Policy which is available on Epsilon's intranet. By accepting the terms of employment, you hereby consent to the collection and disclosure of your Personal Information by Epsilon to and from third parties and for the transfer of your Personal Information by Epsilon to its group companies, suppliers, vendors and customers within and outside India, where it is necessary for purposes related to your employment or where it is legally required. The reference to "sensitive personal data" above is to the categories of personal data identified by data privacy laws as requiring special protection. You also agree not to use any Personal Information other than in connection with and to the extent necessary for meeting the business requirements of Epsilon.

Please note that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between you and Epsilon. Any employer-employee relationship is only meant to arise upon execution of the Agreement of Employment between you and Epsilon that will be provided to you on your start date should you accept this offer of employment. Upon execution of the Agreement of Employment, this letter shall form a part of the terms of your employment, and shall be read together with the Agreement of Employment.

This letter shall be governed by and construed in accordance with the laws of India. The courts at Bangalore shall have exclusive jurisdiction to decide any dispute arising out of this letter.

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Management Services LLP

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



Private and Confidential

04/20/2022

V.Karthik

Hyderabad, Telangana

Dear V.Karthik

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

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

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

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 GUNTUR - 522 017



accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

This offer is subject to:

- Confirmation of your entitlement to work in the India and/or you having a valid work permit to work in this country.
- Successful completion of background checks and employment references. By signing this offer letter, you hereby consent to all such background investigations and/or reference checks that may be carried out in relation to you by Epsilon.
- You signing and returning this offer letter within 5 days of receipt.
- You signing an Agreement of Employment (which will be issued to you on your joining date) and you entering into the Covenant of Confidentiality, a copy of which will be attached to the Agreement of Employment, and pledging to sign the Code of Ethics when it becomes available.
- You having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by Epsilon.
- You keeping the terms of this offer letter confidential. In the event that you breach this obligation, Epsilon reserves the right to rescind this offer letter immediately.

No work may be performed until all the conditions of this letter have been met. You acknowledge and understand that Epsilon will process your personal information including your sensitive personal data or information ("Personal Information") for purposes of creating your employee records, payroll records & for purposes as set out in the Data Privacy Policy which is available on Epsilon's intranet. By accepting the terms of employment, you hereby consent to the collection and disclosure of your Personal Information by Epsilon to and from third parties and for the transfer of your Personal Information by Epsilon to its group companies, suppliers, vendors and customers within and outside India, where it is necessary for purposes related to your employment or where it is legally required. The reference to "sensitive personal data" above is to the categories of personal data identified by data privacy laws as requiring special protection. You also agree not to use any Personal Information other than in connection with and to the extent necessary for meeting the business requirements of Epsilon.

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EPSILON



Private and Confidential

04/10/2021

B.Mohan Sai

Hyderabad, Telangana

Dear Shaik

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Uroob Shaik

Hub 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

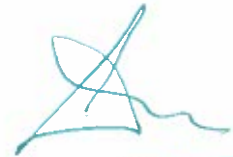
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Principal and Executive Officer, M.A. RAJU
1 Building of SEZ Towers, Karle Town Centre, Nagavara,
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ANNEXURE 1

SALARY DETAILS

Component	B.Mohan Sai	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)	INR 466,295.00	
Basic	INR 200,507.00	
Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00	
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04/10/2021

B.Prakash Reddy

Hyderabad, Telangana

Dear Shaik

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Urosha Shaik

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Urosha Shaik
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KORNEPADU (VII), Vatticherukuru (MI)
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ANNEXURE 1

SALARY DETAILS

Component	B.Prakash Reddy	
	Systems Administrator 1	
	Amount (INR per annum)	
Total Annual Salary (A)	INR 466,295.00	
Basic	INR 200,507.00	
Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00	
Retirals (B)		
Employer's Contribution towards PF ¹	INR 24,061.00	
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² Gratuity is only payable as per the Payment of Gratuity Act, 1972, upon completion of 5 years of continuous service, at the time of cessation of employment with Epsilon



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

Ch.Ravi Kumar

Bangalore

10-Apr-2022

Dear Ch.Ravi Kumar

Many congratulations on making it happen!

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

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

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

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

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

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

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

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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: Ch.Ravi Kumar

Designation: Software Engineer

Grade: T1

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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



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

K.Samba Siva Rao

Bangalore

10-Apr-2022

Dear K.Samba Siva Rao

Many congratulations on making it happen!

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

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

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

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

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

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

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

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KORNEPADU (Vil), Vatticheruvu (MP)
GUNTUR - 522 017**



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

COMPENSATION STACK

Name: K.Samba Siva 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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Harshal Nagar
Associate Director – Talent Acquisition

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



Private and Confidential

04/20/2022

P.Ashok

Hyderabad, Telangana

Dear P.Ashok

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

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

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP

Identification Number AAD-2654

Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Uroba Shok

Hub 2, Floors 8-10, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB 1 Building of SEZ Towers, Karle Town Centre, Nagavara,


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KORNEPADU (VII), Vatticherukuru (M)
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accepted by Epsilon to become effective. Once accepted, the resignation shall not be withdrawn by you, without the express consent of Epsilon.

This offer is subject to:

- Confirmation of your entitlement to work in the India and/or you having a valid work permit to work in this country.
- Successful completion of background checks and employment references. By signing this offer letter, you hereby consent to all such background investigations and/or reference checks that may be carried out in relation to you by Epsilon.
- You signing and returning this offer letter within 5 days of receipt.
- You signing an Agreement of Employment (which will be issued to you on your joining date) and you entering into the Covenant of Confidentiality, a copy of which will be attached to the Agreement of Employment, and pledging to sign the Code of Ethics when it becomes available.
- You having validly terminated any pre-existing employment and having submitted appropriate release letters or such other documentation from the previous employers as may be requested by Epsilon.
- You keeping the terms of this offer letter confidential. In the event that you breach this obligation, Epsilon reserves the right to rescind this offer letter immediately.

No work may be performed until all the conditions of this letter have been met. You acknowledge and understand that Epsilon will process your personal information including your sensitive personal data or information ("Personal Information") for purposes of creating your employee records, payroll records & for purposes as set out in the Data Privacy Policy which is available on Epsilon's intranet. By accepting the terms of employment, you hereby consent to the collection and disclosure of your Personal Information by Epsilon to and from third parties and for the transfer of your Personal Information by Epsilon to its group companies, suppliers, vendors and customers within and outside India, where it is necessary for purposes related to your employment or where it is legally required. The reference to "sensitive personal data" above is to the categories of personal data identified by data privacy laws as requiring special protection. You also agree not to use any Personal Information other than in connection with and to the extent necessary for meeting the business requirements of Epsilon.

Please note that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between you and Epsilon. Any employer-employee relationship is only meant to arise upon execution of the Agreement of Employment between you and Epsilon that will be provided to you on your start date should you accept this offer of employment. Upon execution of the Agreement of Employment, this letter shall form a part of the terms of your employment, and shall be read together with the Agreement of Employment.

This letter shall be governed by and construed in accordance with the laws of India. The courts at Bangalore shall have exclusive jurisdiction to decide any dispute arising out of this letter.

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Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

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

Mr. V.Surendra Babu

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

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

Dear V.Surendra Babu

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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EPSILON



Private and Confidential

04/20/2022

G.Venkatasuresh

Hyderabad, Telangana

Dear Shaik

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

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

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

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

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

Epsilon also reserves the right to require you to pay out the notice period and/or to withhold your relieving letter, if you fail to serve out the notice period or pay any dues arising due to the additional payments made to you in terms of your joining as per the policies set out. Any resignation would have to be

Conversant Software Development and Campaign Management Services LLP

Identifying Number AAD-2654

Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Usha Shaik

Hub 2, Floors 8-10, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 560045.

Office Within Special Economic Zone:

Principal and Registered Office :- Floors 8-10, HUB 1 Building of SEZ Towers, Nagavara,

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GUNTUR - 522 017

ANNEXURE 1
SALARY DETAILS

Component	G.Venkatasuresh
	Systems Administrator 1
	Amount (INR per annum)
Total Annual Salary (A)	INR 466,295.00
Basic	INR 200,507.00
Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)	
Employer's Contribution towards PF¹	INR 24,061.00
Gratuity²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)	INR 500,000.00



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

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

EPSILON



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04/20/2022

M.Anil Kumar

Hyderabad, Telangana

Dear Shaik

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

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

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Bangalore 560045. Tel: +91.80.6751.4000 Fax :-91.80.6751.3699.

Umeba Shark

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GUNTUR - 522 017

ANNEXURE 1
SALARY DETAILS

Component	M.Anil Kumar
	Systems Administrator 1
	Amount (INR per annum)
Total Annual Salary (A)	INR 466,295.00
Basic	INR 200,507.00
Flexible Benefit Plan - Total basket of Allowances	INR 265,788.00
Retirals (B)	
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Gratuity ²	INR 9,644.00
Total Cost to Company (C) = (A) + (B)	INR 500,000.00



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SIRSIHUB : 522 017

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Mr. Ch.Venu Babu

No. 1-158-A, Katiganikalva,

Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. Ch.Venu Babu

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
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Total Salary Payable (As applicable)	55400	
Additional benefits		
Employer Contribution to Provident Fund	2400	Non-Taxable
Gratuity	1000	Non-Taxable
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🌐	www.subex.com

M.Krishna Reddy

Bangalore

10-Apr-2022

Dear M.Krishna Reddy

Many congratulations on making it happen!

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

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

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

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

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

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

Principal
**KIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT**
5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukutu (M)
GUNTUR - 522 017



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

COMPENSATION STACK

Name: M.Krishna Reddy

Designation: Software Engineer

Grade: T1

Components	in INR per annum	Benefits
Basic	1,80,000	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none">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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