



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 2018-2019

S.NO	Name of the student	Branch	Company	Pay Package (In Rs.per Annum)
1	A.Gopi	CSE	Cognizant	7,46,868
2	A.Chaitanya Koteswarao	CSE	Cognizant	7,46,868
3	A.Manikanta	CSE	Accord	7,50,000
4	B.Pavan Kumar	CSE	Subex	4,00,000
5	G.pavan Kalyan	CSE	Subex	4,00,000
6	K.Ankith	CSE	Cognizant	7,46,868
7	M.Paramesh Babu	CSE	Cognizant	7,46,868
8	M.Manoj Kumar	CSE	Accord	7,50,000
9	P.Bhogeswari	CSE	Cognizant	7,46,868
10	S.Nandhini Naidu	CSE	Accord	7,50,000
11	D.B.Gopala Krishna	ECE	Epsilon	500000
12	G.Guru Ganesh	ECE	Wipro	158000
13	Katta Swami	ECE	Accord	7,50,000
14	K.Jagadesh	ECE	Cognizant	7,46,868
15	Sk.Khuddus	ECE	Subex	4,00,000
16	T.Maheswar Reddy	ECE	Accord	7,50,000
17	V.Gopi	ECE	Epsilon	500000
18	M.Gopi Krishna	ECE	Epsilon	500000
19	J.Pavan	ECE	Cognizant	7,46,868
20	A.Vamsee Babu	EEE	Cognizant	7,46,868
21	j.Siva Rama Krishna	EEE	Cognizant	7,46,868
22	Ch.Vinod Kumar	EEE	Cognizant	7,46,868
23	G.Salmon Raj	EEE	Cognizant	7,46,868



PRIYADARSHINI INSTITUTE OF TECHNOLOGY AND MANAGEMENT

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

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24	J.Srinivasulu	Eee	Accord	7,50,000
25	M. Siva Naik	Eee	Cognizant	7,46,868
26	B. Anjaiah	Eee	Cognizant	7,46,868
27	Ch. Suresh	EEE	Accord	7,50,000
28	D. Veeraih	Eee	Cognizant	7,46,868
29	G. Siva Naga Raju	Eee	Cognizant	7,46,868
30	Ch.Chaitanya	Mech	Wipro	1,58,000
31	G . Veswanth	Mech	Wipro	1,58,000
32	T. Prem Kumar	Mech	Wipro	158000
33	K . Srinivas	Mech	Subex	4,00,000
34	P. Venkata Uday	Mech	Cognizant	7,46,868
35	Sk. Sharif	Mech	Subex	4,00,000
36	SK.Khaja Vali	Mech	Subex	4,00,000
37	T. Surendra Naik	Mech	Accord	7,50,000
38	B.Venkateswarao	Civil	Subex	4,00,000
39	J.Kiran Babu	Civil	Accord	7,50,000
40	K.Srikanth	Civil	Accord	7,50,000
41	L.Chandra Sekar	Civil	Wipro	158000
42	P.Krishna	Civil	Subex	4,00,000
43	S.Raj Kumar	Civil	Subex	4,00,000
44	V.Sandeep	Civil	Subex	4,00,000
45	K.Kishore	Civil	Accord	7,50,000



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46	M.Bramhanandham	Civil	Accord	7,50,000
47	Sk.Rizwan	Civil	Wipro	158000

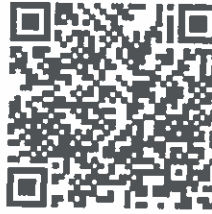
PRINCIPAL

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

Ref No: 18665561

24-Nov-2021

A.Gopi



Dear A.GOPI

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:

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

Compensation and Benefits

Name: A.Gopi

Designation: Associate Projects

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

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

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

Cognizant Technology Solutions India Private Limited

A.Gopi



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561

24-Nov-2020

A.Chaitanya Koteswarao



Dear Koteswarao

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:

PRINCIPAL
PRIVADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigunta,
Date: **KORNEPADU (Vii), Vatticherukuru (M)**
GUNTUR - 522 017

Compensation and Benefits

Name: Koteswarao

Designation: Associate

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

A.koteswarao



Ardeshir R Dastur
AVP – Talent Acquisition



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

Signature:

Date:

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

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

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

Dear Mr.Kalyan Kumar,

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

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

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

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

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

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


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



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

COMPENSATION STACK

Name: **B. Pavan Kumar**
Designation: **Software Engineer**
Grade: **T1**

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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



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

G.Pavan Kalyan
Bangalore

10-Apr-2023

Dear G.Pavan Kalyan

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



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

COMPENSATION STACK

Name: G.Pavan Kalyan
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.

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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-2020

K . Ankith



Dear K . Ankith

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

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

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

Please note:

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

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

Compensation and Benefits

Name: K. Ankith

Designation: Associate - Projects

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

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

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- 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

K.Ankith



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:

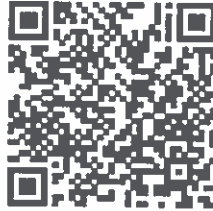


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 5th Mile, Pulladigunta,
 KORNEPADU (Vil), Vatticherukuru (M
 GUNTUR - 522 017**

Ref No: 18665561

24-Nov-2021

M.Paramesh Babu



Dear M. Babu

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

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

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:

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pullabidigunta,

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

KORNEPADU (Vil), Vatticherukuru (M)

Signature:

Date: GUNTUR - 522 017

Compensation and Benefits

Name: M. Paramesh Babu

Designation: Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
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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
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- Group term life insurance coverage
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- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Cognizant Technology Solutions India Private Limited

M. Paramesh Babu



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

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

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

Dear Mr.Kalyan Kumar,

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


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

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

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

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

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

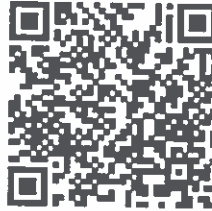


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5th Mile, Pulladigunta,
KORNEPADI (VII), Vatticherukuru (MH)
GUNTUR - 522 017

Ref No: 18665561

24-Nov-2020

P. Bhogeswari



Dear P. Bhogeswari

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

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

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

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

Please note:

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

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:

Compensation and Benefits

Name: P. Bhogeswari

Designation: Associate - Projects

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

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	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

P. Bhogeswari



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

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

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

Dear Mr.Kalyan Kumar,

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


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

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

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

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

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



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KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017
Page 1 of 2



Private and Confidential

04/10/2020

D.B.Gopal Krishna

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.

Umeeda Shaik

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

Office Within Special Economic Zone:

Principal and Registered Office: Floor 8, 9, 10,

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

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



APPOINTMENT LETTER

21 May, 2022

Dear **G.Guru Ganesh,**

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

1. Place of Employment and Timing:


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

2. Compensation and Benefits:

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

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other 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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15th Mile, Pulladigunta,
KORNEPADO (Vil), Evanshukuru (M)
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ANNE4URE I

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



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

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

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

Dear Mr. Katta 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,
KORNEPADU (VII), Vatticherukuru (M)
GUNTUR - 522 017

Ref No: 18665561

24-Nov-2020

K.Jagadesh



Dear jagadesh

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:

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

Compensation and Benefits

Name: K.Jagadesh

Designation: Associate - Projects

SI. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
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

K.jagadesh



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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



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

Sk.Khuddus

Bangalore

10-Apr-2020

Dear Akhil,

Many congratulations on making it happen!

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

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

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

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

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

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

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

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



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

COMPENSATION STACK

Name: Sk.Khuddus
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

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

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

Dear Mr.Kalyan Kumar,

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

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

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

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

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

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


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

EPSILON



Private and Confidential

04/20/2020

V.Gopi

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.

Uthoba Shank

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

Office Within Special Economic Zone:

Principal and Registered Office: Hub 2, Hub 1 Building of SEZ Towers, Karle Town Centre, Nagavara,

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

**ANNEXURE 1
SALARY DETAILS**

Component	V.Gopi
	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



**PRINCIPAL
PRIYADARSHINI INSTITUTE OF
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5th Mile, Pulladigunta,
GUNTUR (Vil), 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



Private and Confidential

04/20/2020

M.Gopi Krishna
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.

Uroba Shaik

Hub 2, Floor 2, HUB 2 Building of SEZ Towers, Karle Town Centre, Nagavara, Bangalore 56-0045.

Office Within Special Economic Zone

Principal and Registered Office: Floor 2, Hub 2,

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

KORNEPADU (V), Vattikerururu (M),
GUNTUR - 522 017

Uroba Shaik
PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, P. J. Road, Guntur,
GUNTUR - 522 017

ANNEXURE 1

SALARY DETAILS

Component	M.Gopi Krishna	
	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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KORNEPADU (VII), Vatticherukuru (M1
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

Ref No: 18665561

24-Nov-2020

J.Pavan



Dear Pavan

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

Compensation and Benefits

Name: J.Pavan

Designation: Associate - Projects

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

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

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

Cognizant Technology Solutions India Private Limited

J.Pavan



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561

24-Nov-2020

A.Vamsee Babu



Dear Babu

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

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

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:

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

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

Best regards,

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

Ardeshir R Dastur
AVP -- Talent Acquisition

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

Signature:

Date:

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

Compensation and Benefits

Name: A.Vamsee Babu **Designation:** Associate - Projects

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

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

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

Cognizant Technology Solutions India Private Limited

A.Vamsee Babu



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561

24-Nov-2020

J.Siva Rama Krishna



Dear Siva

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

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

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

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

Please note:

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

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

Compensation and Benefits

Name: J.Siva Rama krishna **Designation:** Associate - Projects

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

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

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

Cognizant Technology Solutions India Private Limited

J.Siva Rama Krishna



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561**24-Nov-2020**

Ch.Vinod Kumar

Dear Kumar

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

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

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

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

Please note:

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

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:


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

Compensation and Benefits**Name:** Ch.Vinodkumar**Designation:** Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	113125	1157,500
	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

Ch.Vinod Kumar



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561

24-Nov-2021

G.Salmon Raj



Dear G.Salmon Raj

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:

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- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:

Compensation and Benefits

Name: G.Salmon Raj

Designation: Associate - Projects

PRINCIPAL
PRIYADARSHINI INSTITUTE OF
TECHNOLOGY & MANAGEMENT
5th Mile, Pulladigurita,
KORNEPADI (M), VARENGHOLUR (M)
GUNTUR - 522 017

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	2769	33,228
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	13125	157,500
	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

G.Salmon Raj



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

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

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

Dear Mr. J.Srinivasulu

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

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

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

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

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

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


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

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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	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.Siva Naik



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561

24-Nov-2020

B.Anjaiah



Dear Anjaiah

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:

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- 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:

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

Compensation and Benefits

Name: B.Anjaiah

Designation: Associate - Projects

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

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- Floating medical insurance coverage
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- Group term life insurance coverage
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Cognizant Technology Solutions India Private Limited

B.Anjaiah



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

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

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

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

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

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

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

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

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


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

Ref No: 18665561

24-Nov-2020

D.Veeraih



Dear Veeraih

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

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

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

Please note:

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

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

Best regards,

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

Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

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

Compensation and Benefits

Name: D.Veeraih Designation: Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	13845	166,140
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	12,500	150,000
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

D.Veeraih



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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

Ref No: 18665561

24-Nov-2020

G.Siva Naga Raju



Dear Raju

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

Compensation and Benefits

Name: G.Siva Naga Raju **Designation:** Associate - Projects

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

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

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

Cognizant Technology Solutions India Private Limited

G.Siva Naga Raju



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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



APPOINTMENT LETTER

21 May, 2020

Dear **Ch.Chaitanya**,

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

1. Place of Employment and Timing:


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

2. Compensation and Benefits:

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

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and **technology & management** incurred in connection with the performance of your duties hereunder **5th Mile. Pullaiguntur (M) KORNER, Hyderabad (M) GUNTUR - 522 017** in accordance with the policy of the Company with respect thereto.


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KORNER, Hyderabad (M)
GUNTUR - 522 017

ANNE6URE I

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


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



APPOINTMENT LETTER

21 May, 2022

Dear G.Veswanth,

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.

Signed by Gorla Hemanth Reddy | hemanthreddygorla7675@gmail.com | 21-05-2022 09:07:18 AM IST

40 37 246 68


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

ANNEXURE I

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



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GUNTUR - 522 017



APPOINTMENT LETTER

21 May, 2020

Dear **T.Prem Kumar**,

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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ANNE6URE I

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


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

K.Srinivas
Bangalore

10-Apr-2020

Dear Akhil,

Many congratulations on making it happen!

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

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

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

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

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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COMPENSATION STACK

Name: K.Srinivas
Designation: **Software Engineer**
Grade: **T1**

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

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

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

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

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

For Subex Limited,

Harshal Nagar
Associate Director – Talent Acquisition

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5th Mile, Pulladigunta,
KORNEPADU (VII), Vatticherukuru (M)
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Ref No: 18665561

24-Nov-2020

P.Venkata Udey



Dear Venkata Udey

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:

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

Compensation and Benefits

Name:

P.Venkata Uday

Designation:

Associate - Projects

Sl. No.	Description	Monthly	Yearly
1	Basic	23075	276,900
2	HRA*	113845	1366,140
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

P.Venkata Uday



Ardeshir R Dastur
AVP – Talent Acquisition

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

Signature:

Date:



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🌐	www.subex.com

Sk.Sharif
Bangalore

10-Apr-2020

Dear Sk.Sharif,

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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COMPENSATION STACK

Name: Sk.Sharif
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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www.subex.com

Sk.Khaja Valli
Bangalore

10-Apr-2020

Dear Akhil,

Many congratulations on making it happen!

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

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

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

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

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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COMPENSATION STACK

Name: Sk.Khaja Valli
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

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

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

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

Dear Mr. T.Surendra Naik

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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🌐	www.subex.com

B.Venkateswarao
Bangalore

10-Apr-2020

Dear B.Venkateswarao

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

J.Kiran Babu
No. 1-158-A, Katiganikaiva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr.Kalyan Kumar,

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

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

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

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

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

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


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KORNEPADU (Vil), Vatticherukuru (M)
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Mr. K.Srikanth
No. 1-158-A, Katiganikalva,
Anantapur, Andhra Pradesh - 515001.

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

Dear Mr. K.Srikanth

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

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

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

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

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

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


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



APPOINTMENT LETTER

21 May, 2022

Dear **L.Chandra Sekar**,

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

1. Place of Employment and Timing:

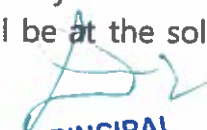
1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed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

2. Compensation and Benefits:

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

3. Reimbursement of Expenses:

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


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ANNEXURE I

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


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✉	info@subex.com
🌐	www.subex.com

COMPENSATION STACK

Name: P.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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🌐	www.subex.com

P.Krishna
Bangalore

10-Apr-2023

Dear Anil Kumar,

Many congratulations on making it happen!

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

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

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

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

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

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

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



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S.Raj Kumar
Bangalore

10-Apr-2020

Dear S.Raj Kumar

Many congratulations on making it happen!

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

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

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

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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: S.Raj 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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GUNTUR - 522 017



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info@subex.com
www.subex.com

V.Sandeep
Bangalore

10-Apr-2023

Dear V.Sandeep,

Many congratulations on making it happen!

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

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

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

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

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

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

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🌐	www.subex.com

COMPENSATION STACK

Name: V.Sandeep
Designation: Software Engineer
Grade: T1

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

Harshal Nagar
Associate Director – Talent Acquisition

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

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

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

Dear Mr.Kalyan Kumar,

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

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

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

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

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

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



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APPOINTMENT LETTER

21 May, 2020

Dear **Sk.Rizwan**,

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

1. Place of Employment and Timing:

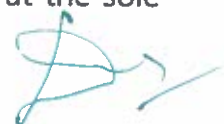
1. Your initial place of work will be at **IN-TG-Hyderabad**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed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

2. Compensation and Benefits:

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

3. Reimbursement of Expenses:

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


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KORNEPADU (Vil), Vatticherukuru (M)
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ANNE4URE I

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



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GUNTUR - 522 017**