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**Manju H**  
**Bangalore**

**23-Jul-2021**

**Aadhar No.: 557231465693**

Dear **Manju**,

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 400,000**. Detailed compensation stack is provided further.

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 **17-Aug-2021**. 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

### COMPENSATION STACK

Name: **Manju H**  
 Designation: **Software Engineer**  
 Grade: **T1**

Components	in INR per annum	Benefits
Basic	180,000.00	In addition to the above said compensation, you are also eligible for benefits like: <ul style="list-style-type: none"> <li>Healthcare for employee, spouse &amp; children.</li> <li>Interest free loans as per policy.</li> </ul>
HRA	72,000.00	
Advance Statutory Bonus	24,000.00	
FBP	93,742.00	
<b>Gross Total</b>	<b>369,742.00</b>	
PF	21,600.00	
Gratuity	8,658.00	
<b>Retirals**</b>	<b>30,258.00</b>	
<b>Total Fixed Pay</b>	<b>400,000.00</b>	
<b>Total Cost to Company</b>	<b>400,000.00</b>	

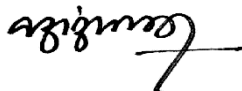
\* Please refer to the detailed FBP breakup along with the mail.

\*\* 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to this offer with your confirmation to advance with Subex, within 24 hours of receipt, failing which the offer stands withdrawn.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 Assurance LLP.**,



**Aziz Kasem Mazumder**  
**Associate Director – Talent Acquisition**