



Fidelity Information Services India Private Ltd.  
CIN: U72200DL2002PTC114964  
2<sup>nd</sup> & 3<sup>rd</sup> Floor, Tower 3, Block Warp, SJR I Park  
EPIP – Zone 1, Whitefield Road,  
Bangalore – 560 066, INDIA.  
Phone : +91.80.41443000  
www.fisglobal.com

**28<sup>th</sup> July 2021**

**Adilakshmi Bhomireddy**  
EID – 5558570

**Subject: Promotion**

**Dear Adilakshmi Bhomireddy,**

Further to your application for the internal job posting we are pleased to promote you as **Senior Lead Engineer - Development** with total compensation to **Rs. 1,630,000/-** per annum as details below, with effective from **01<sup>st</sup> August 2021**

<b>Annualized Fixed Total</b>	<b>Rs. 1481818/-</b>
<b>Performance Pay</b>	<b>Rs. 148182/-</b>
<b>Total Compensation</b>	<b>Rs. 1630000/-</b>

Please refer to the annexure for the details.

Please note that your salary is confidential, and you are required not to divulge, communicate in any manner, any information regarding your remuneration to any other employee of the company, or anyone outside the company, except your immediate superior / TPO.

All other terms and conditions of your appointment remain unchanged.

We are sure that you will continue to perform and contribute to the organization to your fullest capacity. Your personal involvement and commitment would determine the organization's continuous growth and we are confident that you will strive towards scaling FIS to the league of world class software Companies.

With best wishes for your continued efforts in our pursuit of excellence.

Thanking you,

**Amol Gupta**  
**Regional TPO Lead – India & Philippines**



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### ANNEXURE – Compensation and Benefits

<b>Name</b>	<b>Adilakshmi Bhomireddy</b>
<b>India Title</b>	<b>Senior Lead Engineer - Development</b>
<b>Global Title</b>	<b>InP - Software Engineer Senior</b>

ANNEXURE - Compensation and Benefits		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	61,750	741,000
House Rent Allowance	30,875	370,500
Flexi Benefit Plan^	23,450	281,398
Employer's contribution to Provident Fund	7,410	88,920
BASE PAY (FIXED PAY)	123,485	1,481,818
Performance Bonus*		148,182
TOTAL COMPENSATION (TC)		1,630,000
ANNUAL BENEFITS		
Benefit Particulars		Amount (PA)
Gratuity (As per payment of Gratuity Act)		35,643
Premium paid by the employer for Group Health Medical Insurance**		24,145
COST TO COMPANY (CTC)		1,689,788
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>**You will also be covered as part of Group Term Life Insurance &amp; Group Personal Accident policy. To know your eligibility please refer to the respective policy.</p> <p>^ Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>		