

Ref: BKIS/Appraisals/2019/U1202760

Date: 6-April-2020

Name: Madhu Paluri
Employee Code: U1202760
Business Unit & Division: TI & O-HoPS - Distributed Systems
Location: Hyderabad

Sub: Performance Appraisal letter – Strictly confidential

Dear **Madhu Paluri**,

We thank you for your contributions to Black Knight.

Year 2019 was a great year for Black Knight and it is clear that the opportunities ahead are even brighter as we evolve and progress. We look forward to the continued support of our talented employees, whose passion and energy are making Black Knight India a very successful company. We appreciate your efforts and hope you will continue to contribute towards the growth of Black Knight India Solutions.

You have been rated as '**2- Significant Contribution**' for your performance in 2019.

We are pleased to inform you that your **compensation has been revised to **Rs.845100 (Rupees Eight Lakhs Forty Five Thousand One Hundred)** with effect from **1st April 2020** and you are eligible for a bonus amount of **Rs. 54319 (Rupees Fifty Four Thousand Three Hundred Nineteen)** towards 2019.

We are also happy to reward our long term employees with an additional bonus payout in December 2020.

**Your terms of employment and compensation are strictly confidential and you shall not divulge the same to any other employee of the Company except where required by Company policy.

We wish you all the best for your future endeavors. Please sign and return the copy of this letter as a token of acceptance.

For **Black Knight India Solutions Private Ltd.**



Kalpana Patibanda
Director – Human Resources

****Annexure attached: Compensation Sheet**

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Annexure

NAME	Madhu Paluri	
DESIGNATION	System Administrator II	
EMPLOYEE CODE	U1202760	
Components (in Rs.)	Monthly	Yearly
Basic Salary (35% of Gross)	19364	232362
Flexi Pay (65% of Gross)		
(Below are the components)	35961	431529
HRA (40% of Basic)	7746	92945
Conveyance (Fixed)	1600	19200
Medical Reimbursement (Fixed)	1250	15000
Telephone & Broadband (Electable)	0	0
Meal Card (Electable)	0	0
Gift Card (Electable)	0	0
Special Allowance (Balance of FlexiPay)	25365	304383
Gross Pay	55324	663890
Employer Contribution		
Provident Fund (Rs 1800 or 12% of Basic+ Special Allowance whichever is lower)	1800	21600
ESI	0	0
Insurance and Medical Benefits	1305	15660
Gratuity	931	11172
Total (A)	59360	712322
Performance Bonus (in Rs.)		
Targeted Performance Bonus - Annual (B)	66389	
Targeted Performance Bonus - Annual (C)	66389	
COST TO COMPANY - Per Annum (A) + (B) + (C)	845100	
* Targeted Performance Bonus is not Guaranteed Bonus		

* If you choose any of the electable components then Special allowance will be adjusted accordingly.

****An employee shall not be eligible for bonus or variable pay if the employee is serving notice period after resignation or has already exited from the company, at the time of the disbursement of such bonus or variable pay.**

****If an employee resigns after the bonus payout, and if such employee opts for buy out of the notice period, then the said employee has to pay back the last earned bonus amount to the company along with the notice period buyout amount.**

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