



Financial Software & Systems (P) Ltd

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Siruseri, Navalur, Chennai, TN - 603 103, India
Tel: +91 44 4741 5600, Fax: +91 44 4741 5601

August 29, 2025

Dear Suryakumar P,

Sub: Salary Revision

Congratulations! We are pleased to inform you that, in recognition of your valuable contributions to FSS and based on your recent performance review, your salary has been revised effective **April 01, 2025**.

This revision reflects our appreciation of your dedication, performance, and commitment to your role. We look forward to your continued support and future accomplishment at FSS.


Note:

- Details specific to your compensation have been annexed herewith for your reference.
- All other terms and conditions currently applicable to you will remain unchanged.
- Your compensation details are private and confidential; please ensure strict non-disclosure.

Best regards,

A handwritten signature in blue ink, appearing to read 'Anand Mitkari', written over a blue horizontal line.

Anand Umakant Mitkari
Executive Vice President

Revised Salary Structure W.E.F. 01-April-2025				
Name	Suryakumar P			
Employee Code	17710			
Grade	M2			
Designation	Senior Software Engineer			
Salary Components	Current Pay		Revised Pay	
GUARANTEED PAY	Monthly	Annual	Monthly	Annual
Basic	15,000	180,000	17,300	207,600
HRA	7,500	90,000	8,650	103,800
FBP	20,611	247,332	26,004	312,048
Fixed Gross (A)	43,111	517,332	51,954	623,448
Advance against Statutory Bonus (B)*	2,941	35,292	2,941	35,292
Total (C=A+B)	46,052	552,624	54,895	658,740
Retiral Benefits				
PF*		21,600		24,912
Gratuity*		8,640		9,960
Total Retiral Benefits (D)		30,240		34,872
Total Guaranteed Pay (E = C+D)		582,864		693,612
VARIABLE PAY				
Performance Incentive		0		0
Total Variable Pay (F)		0		0
COST TO COMPANY (E+F)		582,864		693,612
Regards,  Anand Umakant Mitkari Executive Vice President				
*Will be processed as per the statutory norms.				