



Ref No: FNF/BLR/HIKE/2021-22/6089070/3243

Employee Name: Venkatasatish Kumar
Employee No.: 6089070
Designation: Senior Software Engineer
Department: FNF INDIA - SEZ-ADM

Dear Venkatasatish Kumar,

We appreciate your contributions and diligent efforts towards the success and growth of the organization. In recognition of your performance and as per the recommendation of your supervisor, the management is pleased to revise your annual compensation **effective 1st Apr 2022** as per the enclosed Annexure.

The final year rating for 2021-22 awarded to you basis your performance is **Achiever**.

Your total hike percentage on your current CTC for the overall period under review basis your Final Year rating is **10%**. **In addition to the above mentioned hike, you have been allocated a one-time market correction amount of INR 40000/- which has been added to your revised annual compensation as per the enclosed Annexure.**

Per the company policy, any discussion, comparison, solicitation of information on compensation of any other individual or self is discouraged. Any violation of the policy may result in possible disciplinary action against the individual as per the corporate guidelines.

We value your contribution and expect you to continue working with the same zest.

With Best wishes,
For FNF India Pvt Ltd

A handwritten signature in dark ink, appearing to read "Varghese", written over a light blue horizontal line.

Varghese C O
Associate Vice President - HR

FNF INDIA PRIVATE LIMITED

Regd. Off: 6, 7 & 8th Floor, Umiya Business Bay, Tower 2, Cessna Business Park, Outer Ring road, Bangalore -560103

CIN: U72900KA2007PTC041356 Tel: +91 80 2852 8944/45, Fax: +91 80 2852 8942

Web: www.fnfindia.in



Employee No.: 6089070

Employee Name: Venkatasatish Kumar

Annexure – I

Your compensation package consists of monthly and annual benefits as mentioned below

CTC Break UP		
Particulars	Monthly	Yearly
Basic Salary	70340	844080
House Rent Allowance	28136	337632
Special Allowance	77373	928476
Gross Salary	175849	2110188
Company's contribution to PF	8441	101292
Company's contribution to ESI	0	0
Annual CTC	184290	2211480
Preformance Bonus*	2500	30000
Leave encashment**	2931	35172
Annual Variable Pay	0	0
Bonus	0	0
Attendance Incentives	0	0
Transport Allowance	3000	36000
Mediclaime & Life insurance	930	11160
Gratuity	3382	40584
Total CTC	197033	2364396
Deductions		
Employee Contribution to EPF	8441	101292
Employee Contribution to ESI	0	0
Professional Tax	200	2400
Medical Insurance	200	2400
Total Deductions	8841	106092
Net Salary	167008	2004096

* Preformance Bonus payout based on individual performance

** Leave Encashment is done on an annual basis subject as per company policy

Additional Employee Benefits:

- Medical Insurance Coverage
- Life Insurance Coverage
- Night Shift allowance (as Applicable)
- Gratuity as per Payment of Gratuity Act 1972
- Bonus as per Payment of Bonus Act 1965
- CTC Structure, Benefits and Allowances can change

subject to the discretion of the management

Deductions

- Employee Contribution to EPF - As applicable
- Professional Tax – As applicable

For FNF India

Varghese C O

Associate Vice President - HR

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