



Ref: FNF/BLR/OFF/2015/5039

1st March 2016

To,  
Venkata Satish Kumar

**Sub: Appointment as Senior Software Engineer**

Dear Venkata Satish Kumar,

This has reference to our recent discussions on your candidature.

We are pleased to inform you that you are appointed as **Senior Software Engineer** on the following terms and conditions.

You are requested to return the duplicate copy of this offer letter duly signed indicating your acceptance of the offer and the date of joining.

You are requested to join on or before **3rd March 2016**, failing which the offer shall be deemed void and shall stand summarily withdrawn.

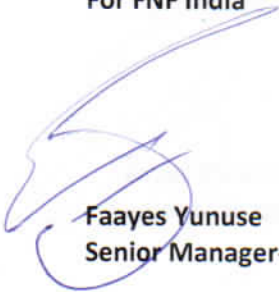
You shall be entitled to an annual fixed compensation of **Rupees 750000/- (Seven lakhs fifty thousand only)**. A detailed break-up is provided in Annexure - I of this offer.

You shall also be entitled to other Company benefits as per the rules of the company.

Further, you shall be governed by the terms and conditions mentioned in Annexure – II of this offer.

We look forward to welcoming you on board and towards a mutually beneficial association.

For FNF India



Faayes Yunuse  
Senior Manager- Human Resources

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**FNF BUSINESS PROCESS OUTSOURCING SERVICES INDIA PRIVATE LIMITED**

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Regd. Off. : No. 46 P & 47 P, Electronics City Phase II, Bangalore - 560 100. Tel : +91 80 2852 8944 / 45, Fax : +91 80 2852 8942

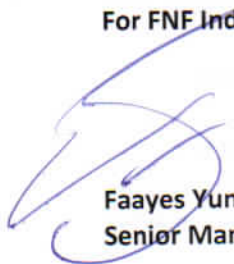
CIN:U72900KA2007PTC041356 web: www.fnfindia.in

**Annexure – I**

| <b>CTC Break UP</b>          |                |               |
|------------------------------|----------------|---------------|
| <b>Particulars</b>           | <b>Monthly</b> | <b>Yearly</b> |
| Basic Salary                 | 25000          | 300000        |
| House Rent Allowances        | 10000          | 120000        |
| Project Benefit              | 24500          | 294000        |
| <b>Gross Salary</b>          | <b>59500</b>   | <b>714000</b> |
| Company's contribution to PF | 3000           | 36000         |
| <b>Annual CTC</b>            | <b>62500</b>   | <b>750000</b> |
| Performance Bonus*           | 2500           | 30000         |
| <b>Annual CTC with PB</b>    | <b>65000</b>   | <b>780000</b> |
| Leave encashment             | 2479           | 29748         |
| Medi-claim & Life Insurance  | 350            | 4200          |
| Gratuity                     | 1202           | 14424         |
| <b>Total CTC</b>             | <b>69031</b>   | <b>828372</b> |
| <b>Deductions</b>            |                |               |
| Employee Contribution to EPF | 3000           | 36000         |
| Canteen **                   | 250            | 3000          |
| Professional Tax             | 200            | 2400          |
| <b>Total Deductions</b>      | <b>3450</b>    | <b>41400</b>  |
| <b>Net Salary</b>            | <b>56050</b>   | <b>672600</b> |

**Additional Employee Benefits:**

- Medical Insurance Coverage
- Leave Encashment
- Individual 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
- \* Performance Bonus governed by Performance Bonus Program
- \*\*Canteen deduction / food coupon would be applicable based on the location.

**For FNF India**

**Faayes Yunuse**  
**Senior Manager- Human Resources**

**Annexure – II****Terms and Conditions**

1. Your services will be governed by the policies of the company as in force from time to time.
2. Your notice period shall be two months; hence if you decide to leave the services of the company, you shall serve a notice of two months. The company on its sole discretion may permit you to pay an amount equivalent to 60 days gross salary in lieu of the notice period for an early release.
3. Your services from the Company can be terminated by giving two months notice or payment of an amount equivalent to two months gross salary in lieu of the notice period.
4. Company reserves the right to adjust/set off such amount against any dues payable to you on full & final settlement.
5. You will be deputed at our office which is located at "Pritech Park SEZ", Block 11 – First Floor, Marathahalli –Sarjapur Outer ring Road, Bellandur, Bangalore -560103
6. Your services are liable to be transferred from one work place of the company to another situated at any place in India and /or one department to another and / or shift to another, purely at the discretion of the management.
7. You shall be executing a Non-disclosure & Confidentiality agreement and an Employee Agreement upon your joining.
8. You will be under probation period for the first 6 months, following which you will receive a confirmation letter.
9. Your duties will include for efficient, satisfactory and economical operation in the area of responsibilities that may be assigned to you during your appointment. You will maintain high standards of loyalty, efficiency, integrity, and secrecy and will keep liaison with your colleagues and will be responsible for execution of the decisions taken by the management.
10. You shall adhere to the companies Security Policies and Procedures.
11. You shall abide by the instructions contained in the company's HR Policy manual and various other instructions issued by the company from time to time. You shall be bound by the service rules of the company in force and as amended from time to time.
12. Good performance and exemplary conduct is expected during your service with the company.

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13. You will devote your whole time and attention in the interest of the company. You will not engage yourself in any other work either for higher reward or in honorary capacity even after your working hours in the company without the written consent of the company.

14. This appointment is being made purely on the basis of the credentials shared by you such as qualifications, experience, address etc. as provided in your application, In case any / all information as given in your application is found false or incorrect, partially or fully, your appointment will be deemed void and liable for termination.

15. If at any time during your employment you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this appointment letter or rules or duties or disobedience, the management may without any notice, end your services and terminate your employment with the company.

**For FNF India**

  
**Faayes Yunuse**  
**Senior Manager- Human Resources**

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