



# FIS India Compensation Statement - Employee View

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04/02/2020  
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| EMPLOYEE   |                     |
| Employee ID  | 3026284             |
| Preferred Name   | Shashank Srivastava |
| COMPENSATION EFFECTIVE DATE  |                     |
| Effective Date   | 04/01/2020          |
| -  |                     |
| PARTICULARS  |                     |
| India: Basic - Monthly   | 57,750.00           |
| India: House Rent Allowance - Monthly  | 28,875.00           |
| India: Flexi Benefit Plan - Monthly  | 50,820.00           |
| MONTHLY TOTAL  | 137,445.00          |
| ANNUAL TOTAL   | 1,649,340.00        |
| India: Provident Fund - Annual   | 83,160.00           |
| BASE PAY (FIXED PAY)   | 1,732,500.00        |
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| ADDITIONAL   |                     |
| Variable Pay - Annual  | 173,250.00          |
| TOTAL COMPENSATION   | 1,905,750.00        |
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| ANNUAL BENEFITS  |                     |
| India: Gratuity - Annual   | 33,334.00           |
| India: Group Health Medical Insurance Premium - Annual   | 24,145.00           |
| COST TO COMPANY (CTC)  | 1,963,229.00        |
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| INFORMATION  |                     |
| * 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.  |                     |
| * Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable).  |                     |
| ** To know your eligibilities for Group Health Medical Insurance/ESI, as applicable to you, please refer to the policy.  |                     |
| Taxes and other statutory deductions/payments as per applicable law.   |                     |
| Your compensation can be restructured at any time protecting Total Compensation (TC).  |                     |
| All salary components are governed by the company policies and statutory guidelines.   |                     |
| This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager.  |                     |
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