

Ref: BKIS/Appraisals/2021/U1202459

Date:2-April-2021

**Name:** Guntuku Anil Kumar  
**Employee Code:** U1202459  
**Business Unit & Division:** Technology Infrastructure & Operations -HOpS - Dev Automation  
**Location:** Hyderabad

Sub: Performance Appraisal letter – Strictly confidential

Dear Guntuku Anil Kumar,

We thank you for your contributions to Black Knight.

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 '3 - Valued Contribution' for your performance in 2020.

We are pleased to inform you that your \*\*compensation has been revised to **Rs.1025824 (Rupees Ten Lakhs Twenty Five Thousand Eight Hundred Twenty Four)** with effect from **1<sup>st</sup> April 2021** and you are eligible for a bonus amount of **Rs. 63969 (Rupees Sixty Three Thousand Nine Hundred Sixty Nine)** towards 2020.

**We are also happy to reward our long-term employees with an additional bonus payout in December 2021.**

**\*\*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. This is a pdf file sent by the HR Department.

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



**Kalpana Ramakrishna P**  
**Director – Human Resources**

**\*\*Annexure attached: Compensation Sheet**

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**Annexure**

NAME	Guntuku Anil Kumar	
JOB TITLE	Applications Programmer II	
EMPLOYEE CODE	U1202459	
Components (in Rs.)	Monthly	Yearly
Basic Salary (35% of Gross)	23816	285793
Flexi Pay (65% of Gross) (Below are the components)	44230	530758
HRA (40% of Basic)	9526	114317
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 Flexi-Pay)	31853	382240
Gross Pay	68046	816550
Employer Contribution		
Provident Fund (Rs 1800 or 12% of Basic+ Special Allowance whichever is lower)	1800	21600
ESI	0	0
Insurance and Medical Benefits	884	10612
Gratuity	1146	13752
Total (A)	71876	862514
Performance Bonus (in Rs.)		
Targeted Performance Bonus - Annual (B)****	81655	
Targeted Performance Bonus - Mid-term (C) *****	81655	
COST TO COMPANY - Per Annum (A) +(B)+(C )	1025824	
*** Targeted Performance Bonus is not Guaranteed Bonus. But last 3 years Black Knight has paid it to its employees.		
* If you choose any of the electable components then Special allowance will be adjusted accordingly.		
****Whoever joins on or before 31st Oct of a year is eligible for Annual bonus in upcoming year after Annual appraisal. This amount will be prorated from joining date till 31st March and paid in April.		
*****Whoever joins on or before 31st March of a year is eligible for Midterm bonus in the November of same year after midterm appraisal process is completed. Those who join post 31st March would be eligible for Midterm bonus in subsequent year at the time of November Midterm Appraisal. This is not prorated from joining date.		

**\*\*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 buyout of the notice period, then the said employee must pay back the last earned bonus amount to the company along with the notice period buyout amount.**

**\*\*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.**

**\*\*\*Hikes, Increments, Bonus Payments are not applicable in case the employee has resigned/terminated, and/or is serving notice period.**