



Financial Software & Systems (P) Ltd  
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Siruseri, Navalur, Chennai, TN - 603 103, India  
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August 29, 2025

Dear Purusottam Gupta,

**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,

Anand Umakant Mitkari  
Executive Vice President

<b>Revised Salary Structure W.E.F. 01-April-2025</b>				
<b>Name</b>	<b>Purusottam Gupta</b>			
<b>Employee Code</b>	<b>18746</b>			
<b>Grade</b>	<b>M1</b>			
<b>Designation</b>	<b>Software Engineer</b>			
<b>Salary Components</b>	<b>Current Pay</b>		<b>Revised Pay</b>	
<b>GUARANTEED PAY</b>	<b>Monthly</b>	<b>Annual</b>	<b>Monthly</b>	<b>Annual</b>
Basic	15,000	180,000	15,000	180,000
HRA	7,500	90,000	7,500	90,000
FBP	8,151	97,812	10,950	131,400
<b>Fixed Gross (A)</b>	<b>30,651</b>	<b>367,812</b>	<b>33,450</b>	<b>401,400</b>
Advance against Statutory Bonus (B)*	2,941	35,292	2,941	35,292
<b>Total (C=A+B)</b>	<b>33,592</b>	<b>403,104</b>	<b>36,391</b>	<b>436,692</b>
<b>Retiral Benefits</b>				
PF*		21,600		21,600
Gratuity*		8,640		8,640
<b>Total Retiral Benefits (D)</b>		<b>30,240</b>		<b>30,240</b>
<b>Total Guaranteed Pay (E = C+D)</b>		<b>433,344</b>		<b>466,932</b>
<b>VARIABLE PAY</b>				
Performance Incentive		0		0
<b>Total Variable Pay (F)</b>		<b>0</b>		<b>0</b>
<b>COST TO COMPANY (E+F)</b>		<b>433,344</b>		<b>466,932</b>
Regards,				
				
Anand Umakant Mitkari Executive Vice President				
*Will be processed as per the statutory norms.				