



## Financial Software & Systems (P) Ltd

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Siruseri, Navalur, Chennai, TN - 603 103, India  
Tel: +91 44 4741 5600, Fax: +91 44 4741 5601

August 29, 2025

Dear Purusottam Gupta,

### **Sub: Salary Revision**

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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,

A handwritten signature in blue ink, appearing to read 'Anand Mitkari', written over a blue horizontal line.

Anand Umakant Mitkari  
Executive Vice President

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