

3<sup>rd</sup> March 2022

**Strictly Addressee Only**

Bharath Bhatt  
Grumbrechtstrasse 28  
1st floor  
21075 Hamburg  
Hamburg

Dear Bharath,

Thank you for notifying us of your resignation which we accept with regret. I am writing to confirm your last day of work will be 29<sup>th</sup> March 2022. You will receive your last pay in your March pay.

You have 0 days to be reimbursed to your final pay. Any purchased holidays will be dealt separately by Payroll and the accrued value of these will be reimbursed to you in addition to those above.

You will also receive a Verisk Analytics Exit Survey which will be sent to your work email address for you to complete 10 days prior to your end date.

You are reminded of your contractual obligations regarding confidentiality and intellectual property. The Company reserves the right to review your recent use of its computer systems, and any unusual patterns of behaviour will be treated as a serious matter.

If you require record of your payslip's, P60's and P11d's then please ensure you download these documents from the iHCM2 Payslip Portal well in advance of your last day. The Payslip portal will retain your final payslip and P45 for 45 days after your termination date so that you can download your final payslip and P45 as these will no longer be sent by Payroll.

If you are having issues accessing the system, please email the following address, [EMEARC.Payroll@verisk.com](mailto:EMEARC.Payroll@verisk.com).

Finally, may I take this opportunity to remind you that if you have any outstanding expenses can you process these for Finance immediately, return your Visa card if applicable and also hand back your International SOS Card to Human Resources. You are also required to hand back your security pass to your Manager on your last day and return any other company property you have such as a laptop or mobile phone to Technology. If you are holding a corporate smartphone, please ensure to remove any passcodes and/or accounts configured to this device. This includes: personal unlock passcode, Apple ID, personal email account, iTunes and iCloud.

Please also ensure that you confirm your personal e-mail address to me before you leave so that we can send any communications on to you after your departure date if required. If you would like to send an email notifying others in the company that you are leaving please do make sure the wording, content and email distribution list are agreed by your manager before sending.

I wish you every success in your future career.

Yours sincerely,



**Nicole Empfield**  
**HR Service Delivery Support Specialist**  
On behalf of Wood Mackenzie Ltd