



Fidelity Information Services India Pvt. Ltd.  
CIN : U72200DL2002PTC114964  
Regd. Office : S-405 (LGF), Greater Kailash Part II,  
New Delhi 110048, INDIA  
www.fisglobal.com

October 24, 2024

**Mohit Gangil**

Bangalore

mohit.gangil2012@gmail.com

### Offer Letter

**Dear Mohit Gangil,**

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- |                            |   |
|----------------------------|---|
| 1. Designation             | <b>Lead Engineer - Service Delivery / Global Title – InP - Service Delivery Analyst Senior</b>                                    |
| 2. Company                 | <b>Fidelity Information Services India Private Ltd</b>  |
| 3. Place of Posting:       | 2 <sup>nd</sup> & 3 <sup>rd</sup> Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone<br>Whitefield Road, Bangalore – 560066        |
| 4. Date of Joining         | <b>23<sup>rd</sup> December 2024</b>  |
| 5. Compensation & Benefits | Annual Fixed Pay : <b>Rs. 2500000/-</b><br>Performance Pay : <b>Rs. 250000/-</b><br><b>Total Compensation (TC): Rs. 2750000/-</b> |

Break up of above Compensation details are provided in Annexure I

- |                              |  |
|------------------------------|--|
| 6. <b>Background Checks:</b> | Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.  |
| 7. <b>Confidentiality:</b>   | You are requested to maintain confidentiality on all aspects of the letter of offer at all times<br>You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.   |
| 8. <b>Notice Period:</b>     | Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you <b>75 days</b> Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving <b>75 days</b> Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.   |
| 9. <b>Probation Period:</b>  | You will be on probation initially for a period of <b>6 [six]</b> months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation. |



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10. **Cause for Termination Means:** A wilful failure by You to substantially perform your duties and responsibilities, breach of Company policies and Code of Business Conduct and Ethics and the commission by You of theft, fraud, breach of trust or any material act of dishonesty involving the Company or its Affiliates.
11. **Hours of Work:** Your normal working hours shall be 9 hours per day and 45 hours per week, including applicable intervals for rest. The Company also reserves the right to vary your hours of work and days of attendance, either on a permanent or temporary basis, dependent on business requirements. In the event of this you will be provided with reasonable notice.

The company follows a flexible working time system, which will enable You to choose your arrival and/or departure time from a range of available hours, subject to approval from your Reporting Manager. Further, you may be required to work in shifts or in a different weekly work schedule due to business reasons. You will be communicated about such differential schedule and work timings by your Reporting Manager.

You will be required to devote the whole of your time, attention and skill to the business and affairs of the Company both during normal business hours and during such additional hours, as permitted by Law as are necessary for the proper performance of your duties or as the Company may reasonably require from time to time.

Sharing of this information will result in withdrawal of your letter of offer

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

The **Annexure II** needs to be accepted and signed along with this offer letter.

We look forward to having you on board with Team FIS.

Yours sincerely

**Nikhileshwar Singh**  
**People Leader - India and Philippines**



**ANNEXURE - Compensation and Benefits**

**Name:** Mohit Gangil **w.e.f.** 23-Dec-24

**FIXED PAY**

Particulars	Amount (PM)	Amount (PA)
Basic Salary	104,170	1,250,040
House Rent Allowance	52,085	625,020
Flexi Benefit Plan^	39,577	474,928
Employer's contribution to Provident Fund	12,501	150,012
<b>BASE PAY (FIXED PAY)</b>	<b>208,333</b>	<b>2,500,000</b>
Performance Bonus*		250,000
<b>TOTAL COMPENSATION (TC)</b>		<b>2,750,000</b>

**ANNUAL BENEFITS**

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	60,127
Premium paid by the employer for Group Health Medical Insurance**	35,429
<b>COST TO COMPANY (CTC)</b>	<b>2,845,556</b>

\* 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.

Taxes and other statutory deductions/payments as per applicable law.

\*\* To know your eligibilities for Group Health Medical Insurance, please refer to the policy

\*\*You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

^ Please refer to FBP Policy for details

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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## ANNEXURE II

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Mohit Gangil**, confirm that I am voluntarily sharing my Personal Information with **Fidelity Information Services India Private Ltd** for the following purposes:

- a. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
- b. Processing my job application including background verification checks and medical checks
- c. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with **Fidelity Information Services India Private Ltd**.

In this context, I also agree to the retention of such Personal Information by **Fidelity Information Services India Private Ltd** for any future reference/verification and authorize **Fidelity Information Services India Private Ltd** to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with **Fidelity Information Services India Private Ltd** and is capable of identifying me.

Name: **Mohit Gangil**

Signature: \_\_\_\_\_

Date:

09 September 2021

**Mohit Gangil**  
**Emp. ID – 14253**

**Sub:- RELIEVING LETTER**

Dear Mohit,

This is in furtherance to your resignation dated **14 June 2021**, we wish to inform you that your resignation has been accepted and you are being relieved from CAPCO.

Your full and final settlement and service letter would be processed in the next 45 to 60 days to the account provided during your employment subject to settling all dues to CAPCO.

While serving notice and on leaving Capco, it is essential that you understand and adhere to your ongoing obligations to the firm in relation to Client and Capco Data Confidentiality, IT Security and Data Protection.

In particular, it is imperative that you do not send information from your Capco or client email account to your personal email account(s).

Failure to adhere to these obligations will be treated very seriously by Capco, investigated thoroughly and may result in legal action against you by the firm.

We appreciate your contributions to Capco and wish you all the best for your future endeavors.

Yours Sincerely,

**Capco Technologies Private Limited**



**Neelam Sharma**

**Head HR, India**

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**Capco Technologies Private Limited**

Registered office: SJR – I Park, Ground Floor, Tower 2 – Block PHI, Whitefield, Karnataka-KA, Bangalore – 560 066, India  
T +91 80 4942 5000