

JR41421/P/ED/26-Apr-2018

To:

**Samik Biswas,  
Pune.**

**Subject: Offer of Employment**

**Dear Samik,**

We refer to the discussions you have had with us and have pleasure in offering you employment on the following terms and conditions:

**Terms and Conditions of offer:**

|                     |   |
|---------------------|---|
| Position            | Senior Engineer – Product Support   |
| Grade               | F2  |
| Location            | Full time at Pune   |
| Probation Period    | Six Months  |
| Notice Period       | 75 Days   |
| Work Hours          | Regular work hours with exceptions due to business contingencies OR 24X7 Multi-shift requirements |
| Latest Joining Date | 26 July 2018  |

During your employment, you will be covered under the local employment legislation in India. On joining, you will be required to complete all the joining formalities and sign the employment agreement and the Employee Non-Disclosure Agreement. The employment agreement will incorporate the terms set out below.

**Salary and Benefits:**

|                           |                      |
|---------------------------|----------------------|
| Total Fixed Pay (Monthly) | : <b>Rs. 51,136</b>  |
| Performance Bonus         | : <b>Rs. 61,364</b>  |
| Total Compensation        | : <b>Rs. 675,000</b> |
| Cost To Company           | : <b>Rs. 698,554</b> |

Annual Performance Incentive payout will be made annually as per the prevailing Performance Incentive Plan. The actual payout amount will be based on your individual performance as well as organizational performance.

FIS Solutions (India) Private Limited  
(Formerly known as SunGard Solutions (India) Private Limited)

Registered Office: Upper Ground Floor to 7th Floor, Westend Center One • Survey No. 169/1, Sector II • Aundh • Pune 411007 • INDIA

CIN: U72200PN1993PTC151736

Company has different Business Units and you may be transferred within or across Business Units or across other locations of the Company based on the requirement of Company.

During your employment with the Company, you shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules and regulations, as it deems fit, without notice.

Your employment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer / termination of employment.

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. 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.

You are requested to report on the joining date at 9:30 am at the location specified in Annexure B to complete the joining formalities.

Annexure B also contains details regarding office address, contact person at the time of joining and a brief overview of organizational policies.

**Thanking You,**



**Mihir Kumar Chatterjee**  
**Senior Manager – Human Resources**

*I, **Samik Biswas**, hereby agree to the terms and conditions stated above and will join on or before **26 July 2018**. I understand that the offer is valid only up to that date and automatically stands canceled thereafter.*

*Sign:*

*Date:*

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# ANNEXURE – A

|                    |  |
|--------------------|--|
| <b>Name</b>        | <b>Samik Biswas</b>                      |
| <b>Designation</b> | <b>Senior Engineer – Product Support</b> |

## **Compensation Breakup:**

| <b><u>ANNEXURE - Compensation and Benefits</u></b>                     |                    |                    |
|--|--------------------|--------------------|
| <b>Particulars</b>   | <b>Amount (PM)</b> | <b>Amount (PA)</b> |
| Basic Salary   | 20,460             | 245,520            |
| House Rent Allowance   | 10,230             | 122,760            |
| Flexi Benefit Plan^  | 17,990             | 215,884            |
| <u>Employer's contribution to Provident Fund @ 12% of Basic Salary</u> | 2,456              | 29,472             |
| <b>TOTAL FIXED PAY (A)</b>   | <b>51,136</b>      | <b>613,636</b>     |
| <b>PERFORMANCE BONUS (B) *</b>   |                    | <b>61,364</b>      |
| <b>TOTAL COMPENSATION (A+B)</b>  |                    | <b>675,000</b>     |
| <b><u>ANNUAL BENEFITS (C)</u></b>                                      |                    |                    |
| <b>Benefit Particulars</b>   | <b>Amount (PA)</b> |                    |
| Gratuity (As per payment of Gratuity Act)                              | 11,810             |                    |
| Premium paid by the employer for GHMI**                                | 11,400             |                    |
| Premium paid by the employer for GPA**                                 | 344                |                    |
| <b>COST TO COMPANY (A+B+C)</b>   | <b>698,554</b>     |                    |

^ Please refer to FBP Policy for details.

\* The performance bonus/incentive paid includes the amount of statutory bonus payable under The Payment of Bonus Act, 1965",

\*\* Please refer to the Insurance Policy document for details

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

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines.

**This salary annexure is strictly confidential and must not be discussed with anyone other than your Reporting Manager**

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