



FIS India Compensation Statement - Employee View

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04/13/2018
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| EMPLOYEE | |
| Employee ID | 1077745 |
| Preferred Name | Sandip Mangale |
| COMPENSATION EFFECTIVE DATE | |
| Effective Date | 04/01/2018 |
| - | |
| PARTICULARS | |
| India: Basic - Monthly | 27,450.00 |
| India: House Rent Allowance - Monthly | 13,725.00 |
| India: Flexi Benefit Plan - Monthly | 24,155.58 |
| MONTHLY TOTAL | 65,330.58 |
| ANNUAL TOTAL | 783,966.96 |
| India: Provident Fund - Annual | 39,528.00 |
| BASE PAY (FIXED PAY) | 823,494.96 |
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| ADDITIONAL | |
| Variable Pay - Annual | 82,350.00 |
| TOTAL COMPENSATION | 905,844.96 |
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| ANNUAL BENEFITS | |
| India: Gratuity - Annual | 15,845.00 |
| India: Group Health Medical Insurance Premium - Annual | 11,400.00 |
| India: Group Personal Accident Insurance Premium - Annual | 461.98 |
| COST TO COMPANY (CTC) | 933,551.94 |
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| INFORMATION | |
| * 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. | |
| * Fixed Bonus and Performance Bonus are adjustable against any Statutory Bonus payable (if applicable). | |
| ** To know your eligibilities for Group Health Medical Insurance/ESI, as applicable to you, please refer to the policy. | |
| 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 sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager. | |
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