

1-Apr-19

HR/Apr'19/33342

Saurabh Verma

Database Administration, Analyst (Level - A4)

Associate ID : 10033342

Bengaluru

Dear Saurabh,

In order to recognize your contribution and performance, you have been selected to receive Product Competency Incentive (PCI) effective **April 01, 2019**.

You will be eligible to receive **15%** per annum as PCI as per the terms outlined below:

- a) It will be paid in equal monthly installments.
- b) PCI amount is calculated on Annual Gross salary
- c) PCI is a discretionary payment for identified associates working in Signature Platform team. It is intended to encourage associates working on Signature Platform team to continue building their knowledge and competency on the same skill and to use such knowledge to deliver superior results for the organization.
- d) Continuation of PCI payout is subject to assessment of your skill set and performance review conducted by the concerned Fiserv Global Services and Signature Platform Manager at a defined frequency.
- e) In case you are transferred to another project / product team, or resign from the services of Fiserv, the PCI payouts will be discontinued from the date of such transfer / resignation.
- f) Fiserv reserves the right to change or discontinue PCI at its discretion, at any time, without any notice.

PCI will be paid monthly along with your salary and will be subject to tax deduction as per the Indian tax regulations. This allowance will cease once your payroll is transferred to onsite.

Sharing your compensation details including PCI details with others may result in disciplinary action.

We look forward to your continued contribution to the success and growth of the organization.

Yours Sincerely,

For **Fiserv India Private Limited**

Ajoy Kumar Roy

Director – HR Operations & Technology