

Date: 27-Oct-2021

Employee Name: Yenduri Sai Venkata Satish  
Employee Code: 32857

Dear Yenduri Sai Venkata Satish,

FactSet continues to perform, in line with its aggressive goals, and talented professionals like you play an important role in continuing to make this growth story a reality. We acknowledge and appreciate your value and contributions to FactSet's growth and success.

Based on a review of your current role, performance, the value of your professional skills and external market conditions, the management is pleased to revise your compensation with effect from **1-Oct-2021**.

Post the performance review for you for the current period, we are pleased to announce an increment of **36.35 %** to your existing compensation this year. The details of the revised compensation are as below:

SALARY COMPONENTS	REVISED SALARY
BASIC	3,15,112
HOUSE RENT ALLOWANCE	1,26,045
SPECIAL ALLOWANCE	4,59,164
<b>FIXED GROSS SALARY</b>	<b>9,00,321</b>
PERFORMANCE BONUS (0-10%)	90,032
<b>GROSS SALARY</b>	<b>9,90,353</b>
EMPLOYER'S CONTRIBUTION TO PF	37,813
<b>CTC</b>	<b>10,28,166</b>

**Note:**

- Flexi reimbursement components will remain unchanged for eligible employees.
- All the benefits you are currently eligible for (Insurance, Gratuity, etc.) will remain the same.
- The performance bonus is based upon the individual performance, team performance as well as the performance of the business unit and the performance of the Company as a whole.
- You must be an active employee of the Company as on date of payout to be eligible for the bonus.

Regards,



**Rajitha R Toom**  
**Regional Director - Total Rewards**