

Date: 26-Oct-2020

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 Fact Set'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-2020**

Post the performance review for you for the current period, we are pleased to announce an increment of **1.58 %** to your existing compensation this year. The details of the revised compensation are as below:

SALARY COMPONENTS	REVISED SALARY
BASIC	2,31,105
HOUSE RENT ALLOWANCE	92,442
SPECIAL ALLOWANCE	3,36,753
FIXED GROSS SALARY	6,60,300
PERFORMANCE BONUS (0-10%)	66,030
GROSS SALARY	7,26,330
EMPLOYER'S CONTRIBUTION TO PF	27,733
CTC	7,54,063

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, as well as the performance of the team and the performance of the Company as a whole.
- You must be active employee of the Company as on date of payout in order to be eligible for the bonus

Regards,

**Rajitha R Toom****Vice President, Associate Director - Total Rewards**