



## 2020 High Impact Reward Statement

---

Dear Akansha Kushwaha,

Congratulations! Ellucian is excited to present you with the High Impact Reward for your outstanding contributions to our business' success in 2020. Your hard work and efforts are truly appreciated.

Included is your individual High Impact Reward statement. This one-time recognition payment will be distributed in the April 2021 payroll.

Your direct manager is your best source of information about your compensation. If you have questions after speaking with them, contact the Compensation Team using the AskHR function in Navigator.

Note: All amounts will be paid, less applicable taxes

Employee Data	
Job Title	QA Analyst

2020 High Impact Reward	
Currency	INR
Base Salary as of 12/31/2020	₹870,000.00
High Impact Reward %	7.00%
High Impact Reward Amount	₹60,900.00