



Employee Salary Statement

Employee Name:	MOUNESH BADIGER Badiger
Serial Number:	06652X744
Job Profile:	06 Application Developer
Manager:	SORNADEEPA V vellaichamy
Prior Date:	July 3, 2019
Current Date:	September 1, 2019

Annual Employee Salary Details

Prior Annual Salary	Change Amount	Change Percent	New Annual Salary
836,148.63	75,253.37	9.00%	911,402.00

Monthly Employee Salary Details

Prior Monthly Salary	Change Amount	Change Percent	New Monthly Salary
69,679.05	6,271.11	9.00%	75,950.17

Annual Pay Range Details

Compa-Ratio (PMR)	Range Minimum	Range Midpoint	Range Maximum
1.131	510,979.72	805,489.86	1,100,000.00

All values are displayed in local currency.

This statement contains personal information. Please handle appropriately.

This is an informational statement only that does not create a contract or any legal rights. Your compensation is governed by the terms of IBM's compensation plans and programs in your respective country. If you believe the data shown is inaccurate, please notify your manager or HR@IBM. Confirmation of the details will be communicated locally in accordance with national practice and legal requirements. Salary mentioned above is "Reference Salary" which is total of your Basic salary and Flexible Benefit Plan (FBP).

Retiral contributions over and above Reference Salary are as under :

- Employer's contribution to Provident Fund (12% of Basic Salary)
- Gratuity (4.80% of Basic Salary)