

30th January 2023

Dear Poonam,

Re: Market Correction 2023

At the outset, we thank you for your sustained efforts during the Covid19 pandemic and surpassing many milestones with your high-quality service & customer centric behavior. Incredible!

As you are aware, in the beginning of 2021, we had introduced “**WeGrow**”, a new Central Personal Development Tool which facilitates, a two-way communication with your reporting manager besides providing you an opportunity to seek feedback from your team and peer group to help further enhance your capabilities and performance. We hope you have derived the benefits of this application and have received feedback from your manager and also from your team and peer group.

Based on the feedback and recommendations received from your reporting manager and endorsed by the Delivery /Functional Head and Leadership team, your performance level is adjudged to “**Met Expectations**” and consequently, your compensation stands revised with effect from 1st January 2023 to **₹. 8,89,496 (Rupees Eight Lakhs Eighty Nine Thousand Four Hundred Ninety Six Only)** on Cost to Company basis. The attached Compensation & Benefit plan provides detail information about the revision in your compensation.

The next Market Correction shall be carried out on 01.01.2024.

While congratulating you for this achievement, we urge you to continue your best efforts in embracing newer challenges and help achieve our collective resolve to make T-Systems ICT India, a success story.

We count on your support in this journey.

With best wishes,



Anant Padmanabhan
Managing Director



Milind Kaulgud
CHRO & Vice President

Encl : As above

Employee Name:	Poonam Dodake
Level:	L0.2 EG1
Designation:	Associate Consultant
Location:	Pune
Effective date:	1 st January 2023

Compensation & Benefit Plan	Strictly Confidential	
Salary Heads	Current	Revised
Basic Salary	₹ 21,250	₹ 22,237
House Rent Allowance (50% of Basic salary)	₹ 10,625	₹ 11,119
LTA (One month's basic salary; payable on monthly basis)	₹ 1,771	₹ 1,853
Flexi Pay*	₹ 34,366	₹ 36,046
Annualized Gross Monthly Salary	₹ 68,012	₹ 71,255
Annual Variable Pay (linked to Co. & Individual results)	₹ -	₹ -
Provident Fund: 12% of assumed Basic salary of ₹.15000 per month	₹ 21,600	₹ 21,600
Gratuity - Yearly Accrual (Payable after continuous service of 5 years on separation)	₹ 12,260	₹ 12,829
Annualized Salary (on Cost to company basis)	₹ 8,50,000	₹ 8,89,496

T-Performers' Reward Program – 2022	₹ -
Tenure Based Payment - 2022	₹ -



Anant Padmanabhan
Managing Director



Milind Kaulgud
CHRO & Vice President