

30 May 2022

Employee Name: **Venkataramanaiah Katabathina**
Employee ID: **21799**
Employee Designation: **Analyst - Application Support**
Subject: **Annual Variable Pay FY'22**

Dear **Venkataramanaiah**,

In consideration of your performance over the past fiscal year, we would like to share with you that your bonus for FY'22 is **INR 47,039** (Refer Annexure for details). You will receive this amount subject to payout periods and deduction of taxes, applicable to your respective geography.

Warm Regards,



Srinivasan T R
Chief People Officer

Annexure

The Total Payout Percentage is mentioned below.

Performance Rating	Total Payout Percentage *
4 Star	100.00%

The On-target bonus amount considered for calculation is based on the Bonus1 component mentioned in your TEP (Total Earning Potential) prorated for the bonus period, after deduction of LOP/RDP days, if any.

***Total Payout Percentage** = Total bonus payable / Total On-Target Bonus.