

Thank you

Date: 01 July 2022

Name: Deepak Kumar
CS ID: 10056645

PRIVATE AND CONFIDENTIAL

Dear Deepak Kumar,

Your talent and dedication have helped us to go from strength to strength over the past year.

Our strategy is winning, our business is growing and together with our clients, we are making a positive impact on people's everyday lives. PS is becoming the digital business transformation partner of choice because of our people. I look forward to your, and our, shared growth as we continue to scale.

On the following page is a summary of your compensation, effective 01 July 2022.

Thank you for all of your hard work and ongoing support as we continue our journey together.



Nigel Vaz

CEO, Publicis Sapient

Name: Deepak Kumar
Title: Associate Technology L2
CS ID: 10056645

Your compensation effective as of 1 July 2022:

Annualized Compensation				
	Prior to (1-Jul-2022)	New (as of 1-Jul-2022)	Increase Amount	Increase Percent
Base Pay	INR 1,497,000	INR 1,631,730	INR 134,730	9.00%
Target Bonus Amount	INR 74,850	INR 81,586		
Total (Base Pay + Target Bonus Amount)	INR 1,571,850	INR 1,713,316	INR 141,466	9.00%
Retirals	INR 88,083	INR 96,011	-	-

All base pay amounts shown above are expressed annually and before applicable taxes. Your next opportunity for a salary review will be in no less than 12 months from this effective date.

Your compensation was reviewed by leadership based on several factors including market comparison, company performance and individual capability and contribution.

Questions? If you have any questions please speak with your Compensation Manager, or [log a Help Desk](#) ticket under People Success. You can also visit the Vox [Compensation Page](#) for more information about the compensation review process.