



Employee Salary Statement

Employee Name:	Garima Pandey
Serial Number:	000EDF744
Job Profile:	07 Infrastructure Specialist
Manager:	Chinna Pavuloori
Prior Date:	March 1, 2021
Current Date:	May 1, 2021

Annual Employee Salary Details

Prior Annual Salary	Change Amount	Change Percent	New Annual Salary
1,213,264.00	24,265.00	2.00%	1,237,529.00

Monthly Employee Salary Details

Prior Monthly Salary	Change Amount	Change Percent	New Monthly Salary
101,105.33	2,022.08	2.00%	103,127.42

Annual Pay Range Details

Compa-Ratio (PMR)	Range Minimum	Range Midpoint	Range Maximum
1.075	730,700.00	1,151,400.00	1,572,100.00

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)