

Year End 2021 Performance and Compensation Statement



Hemanth Hebbur Shekar - 6415689 (B35)

CURRENT YEAR		PRIOR YEAR				
Your Performance	G1 Exceptional / L3 Delivered	G3 Delivered / L3 Delivered				
Company Performance	G1+	G3+				
Total Incentive	40,740	13,278				
YOUR SALARY						
Year-End Salary	150,888	Salary as of Nov 30, 2021				
Merit	9,808	6.50% of Year-End Salary				
New Salary	160,696	Effective: Feb 01, 2022				
YOUR INCENTIVE		Payout Date: Feb 28, 2022				
	Eligible Salary	Target Amount	Indiv. Multiplier	AXP Multiplier	Award Amount	Special Notes
AIA	150,888	18,107	150%	150%	40,740	
Target: 12.00%						
Total Incentive					40,740	

- AIA Award Amount calculation: Target Amount X Individual Multiplier X AXP Multiplier

YOUR TOTAL CASH		201,436	Currency: USD
<i>Amounts rounded for statement purposes</i>			

- Taxes and applicable withholdings will apply.
- The Company has taken steps to ensure the accuracy of this statement; however, the Company reserves the right to issue corrected statements in the event of administrative, technology or clerical error. This statement does not constitute a contract of employment between the Company and any employee. This statement also does not supersede the actual provisions of the applicable compensation and benefit plan documents and program documents, which in all cases are the final authority.