



Employee Salary Statement

Employee Name:	Manvendra Raghava
Serial Number:	002M2W744
Manager:	Sunil Jain
Prior Effective Date:	February 28, 2023
Prior Job Profile:	07 Package Consultant
New Effective Date:	May 1, 2023
New Job Profile:	07 Package Consultant

Annual Employee Salary Details

Prior Annual Salary	Change Amount	Change Percent	New Annual Salary
2,139,156.80	192,524.11	9.00%	2,331,680.91

Monthly Employee Salary Details

Prior Monthly Salary	Change Amount	Change Percent	New Monthly Salary
178,263.07	16,043.68	9.00%	194,306.74

Annual Pay Range Details

Compa-Ratio (PMR)	Range Minimum	Range Midpoint	Range Maximum
1.057	1,378,900.00	2,206,200.00	3,033,500.00

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 AskHR. 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 :

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- Employer's contribution to Provident Fund (12% of Basic Salary)
- Gratuity (4.80% of Basic Salary)