



THANK YOU FOR YOUR CONTRIBUTIONS

Date: 01-Nov-2017

Name: Rahul Maheshwari

OID: 124612

PRIVATE & CONFIDENTIAL

Dear Rahul Maheshwari,

A great source of pride for Publicis.Sapient is the quality of people who make this such a great place to work. In the year ahead, we look forward to your continued dedication to the success of our brand and the overall business. By delivering on our strategic goals and your team initiatives, we are confident we will reach new heights in the coming years and continue to build a leading organization.

On the following page, you will see a summary of your total compensation.

Thank you for your hard work and continued commitment.

Sincerely,

A handwritten signature in black ink, appearing to read "Alan Wexler".

Alan Wexler
Co-CEO, Publicis.Sapient

A handwritten signature in black ink, appearing to read "Chip Register".

Chip Register
Co-CEO, Publicis.Sapient

THANK YOU FOR YOUR CONTRIBUTIONS

Name: Rahul Maheshwari
Title: Interactive Developer L2
Publicis.Sapient ID: 124612

Your compensation effective as of 01-Nov-2017:

ANNUALIZED COMPENSATION				
	Prior to (01-Nov-2017)	New (as of 01-Nov-2017)	Increase Amount	Increase Percent
Base Pay	INR 869,000	INR 921,140	INR 52,140	6.00 %
Target Bonus Amount	INR 0	INR 0		
Total (Base Pay + Target Bonus Amount)	INR 869,000	INR 921,140	INR 52,140	6.00 %
Retirals	INR 51,097	INR 54,163		

All base pay and target bonus amounts stated above are expressed ***annually*** and before applicable taxes.

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 Communicator, or log a [Help Desk ticket](#) under People Success. You can also visit the People Portal [Compensation and Bonus](#) page for more information about the compensation review process.