



Dear Sandeep Kumar,

As you know, the global pandemic has prevented us from being able to increase base salaries for 2020-21 due to budgetary constraints.

I am pleased, though, that our myriad cost-savings exercises this fiscal year has resulted in some salary favorability that was complemented with Board-allocated funds to allow us to make limited one-time lump-sum supplemental wage payments for 2019-20.

You are receiving a one-time lump-sum supplemental wage payment of 80,000.00 INR, which will be deposited directly into your account.

Thank you for your dedication to Rotary.

Sincerely,

A handwritten signature in blue ink, appearing to read "Kristopher J. Newbauer", enclosed in a thin black rectangular border.

Kristopher J. Newbauer
CHRO/Head of Global People & Talent