



Client Innovation Center India

GIC
Onsite Assignee
Talent Award

May 07, 2017

034667744

Sibasis Padhi

Dear Sibasis,

Congratulations on earning the **2017 GIC Onsite Talent Award**. This quarterly award is in recognition of your outstanding contribution in 2016, which has met the eligibility criteria. You will receive a quarterly disbursement in 2017 as long as you remain active in IBM India - U.S. Branch

The amount shown below is the quarterly payment for the First Quarter (Q1) 2017 based on your duration with the Branch during the quarter.

Q1 Bonus Amount: \$605

Payroll Payment Date: May 15, 2017

Thank you for your service in the U.S. and your hard work over the past year.

Roy Kuruvilla

HR Leader
IBM India-US Branch



Client Innovation Center India

GIC Onsite Assignee Talent Award

Dear Sibasis,

Congratulations! You have been recognized.

You are a recipient of the 2017 **GIC Onsite Talent Award**. The award recognizes your commendable performance, contribution to the success of the organization and the value you have added to our clients and their business in a sustained fashion in the year 2016.

Your continued commitment, your abilities and contributions will be an important part of our continued success. Thank you and keep up the good work.

Venkat Venkatrughavan

Vice President - Service Lines
and Operations
IBM Client Innovation Center - India

Sreejit Roy

Vice President - Sectors
IBM Client Innovation Center - India



Client Innovation Center India

GIC Onsite Assignee Talent Award

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Your continued commitment, your abilities and contributions will be an important part of our continued success. Thank you and keep up the good work.



Venkat Venkatrughavan

Vice President - Service Lines
and Operations
IBM Client Innovation Center - India



Sreejit Roy

Vice President - Sectors
IBM Client Innovation Center - India



Client Innovation Center India

GIC Onsite Assignee Talent Award

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Your continued commitment, your abilities and contributions will be an important part of our continued success. Thank you and keep up the good work.



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Vice President - Service Lines
and Operations
IBM Client Innovation Center - India



Sreejit Roy

Vice President - Sectors
IBM Client Innovation Center - India



Client Innovation Center India

GIC
Onsite Assignee
Talent Award

October 09, 2017
034667744
SIBASIS PADHI

Dear SIBASIS,

Congratulations on earning the **2017 GIC Onsite Talent Award**. This quarterly award is in recognition of your outstanding contribution in 2016, which has met the eligibility criteria. You will receive a quarterly disbursement in 2017 as long as you remain active in IBM India-U.S. Branch.

The amount shown below is the quarterly payment for the Third Quarter (Q3) 2017 based on your duration with the Branch during the quarter.

Q3 Bonus Amount: \$ 605.0
Payroll Payment Date: Oct 15, 2017

Thank you for your service in the U.S. and your hard work over the past year.

Roy Kuruvilla
HR Leader
IBM India-US Branch



Client Innovation Center India

GIC
Onsite Assignee
Talent Award

January 10, 2018
034667744
SIBASIS PADHI

Dear SIBASIS,

Congratulations on earning the **2017 GIC Onsite Talent Award**. This quarterly award is in recognition of your outstanding contribution in 2016, which has met the eligibility criteria. You will receive a quarterly disbursement in 2017 as long as you remain active in IBM India-U.S. Branch.

The amount shown below is the quarterly payment for the Fourth Quarter (Q4) 2017 based on your duration with the Branch during the quarter.

Q4 Bonus Amount: \$ 605.0

Payroll Payment Date: Jan 15, 2018

Thank you for your service in the U.S. and your hard work over the past year.

Roy Kuruvilla
HR Leader
IBM India-US Branch



{In Archive} Fw: Great news: SIBASIS PADHI has been recognized !

Jayasankar B Nair to: Sibasis Padhi

11/27/2017 06:02 PM

History: This message has been replied to and forwarded.

Archive: This message is being viewed in an archive.

Congratulations Sibasis..!!!

Thank you.

(Jay), Jayasankar Nair
IBMI - AT&T account
Senior Manager - Service Delivery
1 404 259 9014(M)
email : jay.b.nair@in.ibm.com, attuid : jn0710
Manager : Jagadish Kanagal
email : kvjagadi@in.ibm.com, Mobile : 469 251 6967
----- Forwarded by Jayasankar B Nair/India/IBM on 11/27/2017 04:54 PM -----

From: IBM Recognition Center <ibmrecognitioncenter@biworldwide.com>
To: jay.b.nair@in.ibm.com
Date: 11/27/2017 12:37 PM
Subject: Great news: SIBASIS PADHI has been recognized!

SIBASIS, has been recognized and awarded BluePoints from
KARTIK NARAYANASWAMY.

A copy of the message is provided below for your reference:

Great job, SIBASIS!

Your hard work and contributions have been acknowledged. KARTIK

NARAYANASWAMY has recognized you with an eCard and awarded you 100 BluePoints through the **Manager's Choice Award** for demonstrating the following IBM Practice: **Show personal interest.**

Here's your personalized note:

Thank you for your quick support and approach-ability on all requests (adhoc and planned) for Cognitive Solution Designer!!

You can redeem your BluePoints at the [IBM Recognition Center](#). Choose from thousands of prizes, including name-brand merchandise, movie tickets, music downloads, restaurant and travel vouchers, and more. Spend your BluePoints now or save up for more!

Since it's great to be recognized, why not also recognize someone that has collaborated and/or helped you? There are several ways to recognize your colleagues. [Click here](#) to learn more.

[View your entire eCard](#)

The value of BluePoints is subject to taxation and/or payroll reporting in most countries, similar to regular compensation and other recognition awards. Tax assistance will be provided for all BluePoint deposits in all countries. The value of the BluePoints will be included in your taxable income, but IBM will compensate you for those taxes. This should neutralize the impact in your net pay caused by the taxation of the BluePoints. Your country's payroll group will be provided the BluePoints value and will process it based on your country's taxation schedule (typically 30-45 days after issuance).

[Click here](#) to access the IBM Recognition Center.



{In Archive} Re: Great news: SIBASIS PADHI has been recognized !

Jayasankar B Nair to: Sibasis Padhi

06/14/2017 01:23 AM

History: This message has been replied to.
Archive: This message is being viewed in an archive.

Congratulations Sibasis..!!!

Thank you.

(Jay), Jayasankar Nair
IBMI - AT&T account
Senior Manager - Service Delivery
1 404 259 9014(M)
email : jay.b.nair@in.ibm.com, attuid : jn0710
Manager : Jagadish Kanagal
email : kvjagadi@in.ibm.com, Mobile : 469 251 6967

IBM Recognition Center

06/13/2017 03:05:14 PM

From: IBM Recognition Center <ibmrecognitioncenter@biworldwide.com>
To: jay.b.nair@in.ibm.com
Date: 06/13/2017 03:05 PM
Subject: Great news: SIBASIS PADHI has been recognized!

One of your employees, SIBASIS, has been recognized and awarded BluePoints from NARAYANASWAMY NAGARAJAN.

A copy of the message is provided below for your reference:

Great job, SIBASIS!

Your hard work and contributions have been acknowledged.
NARAYANASWAMY NAGARAJAN has recognized you with an eCard and
awarded you 100 BluePoints through the **Manager's Choice Award** for
demonstrating the following IBM Practice: **Show personal interest.**

You can redeem your BluePoints at the [IBM Recognition Center](#). Choose from thousands of prizes, including name-brand merchandise, movie tickets, music downloads, restaurant and travel vouchers, and more. Spend your BluePoints now or save up for more!

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View your entire eCard

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