



2022 Incentive Compensation Statement

To: Sandeepkumar Reddy K
SOFTWARE DEVELOPMENT CONSULTANT II

At Lumen, we strive to provide our people with competitive and comprehensive compensation and benefits packages to recognize the role you play in delivering exceptional customer experiences and helping them do amazing things.

I am pleased to share your personalized Incentive Compensation Statement for 2022. As the chart on the right shows, our incentive programs are key components of your total compensation. Our company performance and your individual contributions can have a significant impact on the value of these plans and what they mean individually to you. Please review this information carefully with your manager.

On behalf of our customers and our Company, thank you for all your work in 2021.

Sincerely,

Scott Trezise
EVP Human Resources

STI	
Local Currency Code	INR
STI Target \$	₹75,515.73
Corporate Results*	100.00%
Individual Results	45.00%
STI Payout	₹33,982.08

US STI Payout date is 3/15/2022.

Please refer to the [Short-Term Incentive \(STI\) Resources](#) page for International STI Payout dates.

*For information regarding 2021 Corporate Results, please refer to the 2021 STI Results and 2022 Plan Overview document found on the [Short-Term Incentive \(STI\) Resources](#) page.