

Mrs Sudharani Challa

Date: 24.02.2022

Compensation Review Confirmation

The result of Compensation Review for Sudharani Challa (Personnel Number: 40016714):

Compensation Review								
IN SalaryReview21/22								
Salary Review								
Compensation Plan							Effective Date	
Salary Review							01.04.2022	
Previous Salary ⁽¹⁾	Salary Increase %	Increase Amount ⁽¹⁾	New Salary ⁽²⁾	Currency	Time Unit			
2,653,899.00	11.00	291,931.00	2,945,830.00	INR	Annually			
⁽¹⁾ Values are calculated based on 100% Employment Level.								
⁽²⁾ Local rounding rule is applied (if applicable).								
Short-Term Incentive								
Compensation Plan							Effective Date	
Short-Term Incentive = Base Salary * STI Target % * Employment Level % * BPF % * Payout Factor % * (No. of Days / 365)							01.03.2022	
No. of Days	Organizational Unit	Base Salary	STI Target %	Employment Level %	BPF %	Payout Factor %	STI Amount ⁽¹⁾	Currency
122	DIT Serv. Del. Medical & Digital	2,653,899.00	18.00	100.00	102	120	195,436.32	INR
153	DIT Serv. Del. Medical & Digital	2,457,314.00	18.00	100.00	102	120	226,941.09	INR
90	DIT Serv. Del. Medical & Digital	2,457,314.00	18.00	100.00	102	120	133,494.76	INR
Total Short-Term Incentive Amount ⁽¹⁾⁽²⁾							555,880.00	INR
⁽¹⁾ Local rounding rule is applied (if applicable)								
⁽²⁾ Values are calculated based on proration								
BPF = Business Performance Factor								
⁽³⁾ The amounts shown on the compensation review confirmation are gross amounts.								
⁽⁴⁾ Please contact your Operational Manager and/or your P&O Business Partner in case of any questions.								
⁽⁵⁾ We thank you for your Exceptional Impact to the success of our organization in 2021 and wish you all the best for the current year.								

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EFFECTIVE DATE: 01.04.2022

TOTAL COMPENSATION BREAKUP	
Salary Components	Per Annum(INR)
Basic Salary	1,266,706.00
Flexi	1,679,121.00
Provident fund	152,005.00
Gratuity	71,949.00
Short term incentive	530,249.00
Cost to Company	3,700,030.00