



Letter Generated as of May 10, 2024

Name:
CS ID:

PRIVATE & CONFIDENTIAL

Dear ,

,

A handwritten signature in black ink that reads "Nigel Vaz".

Nigel Vaz
CEO, Publicis Sapient

Name:
Title:
CS ID:

Your compensation effective as of ,

Annualized Compensation (in)			
	Increase %	Increase Amount	New (as of ,)
Base Pay			
Total Target Cash (Base + Bonus Amount)			
Retirals			

Questions? If you have any questions please speak with your Compensation Manager, or log a [Help Desk ticket](#) under People Success. You can also visit the Vox [Compensation](#) page for more information about the compensation review process.