

**Compensation Summary Statement for: TAPAN PRAVIN JOSHI**

<b>Serial No</b>	<b>010934</b>	<b>Job Family</b>	<b>Old Consulting</b>	<b>New Consulting</b>
<b>Manager Name</b>	<b>DEEPAK DESAI</b>	<b>Band/Level</b>	<b>7</b>	<b>8</b>
		<b>Position Code</b>	<b>4CO7</b>	<b>4CO8</b>
		<b>Position Title</b>	<b>Consultant (adv)</b>	<b>Sr Consultant</b>

At IBM we pay competitively while also differentiating pay based on individual performance. Annually managers review each employees compensation and make pay decisions based on comparisons to the market, individual performance and available funding. This statement shows the results of this review by your manager. If you have questions regarding this statement, please contact your manager.

Currency amounts shown in INR

Annual Remuneration (AR) Details		Annual
Current Annual Remuneration (AR)		<b>Rs 1037678</b>
Merit/Promotion Increase		<b>25%</b>
New AR effective on 1 <sup>st</sup> June 2008		<b>Rs 1297082</b>
AR Details		Current AR
Annual Basic		<b>Rs 412104</b>
Flexible Benefits Plan		<b>Rs 556340</b>
Retirals		<b>Rs 69233</b>
Total AR		<b>Rs 1037678</b>
Additional HRA		<b>Rs 103026</b>
		<b>Rs 128781</b>

Regards

DEEPAK DESAI

Position title given in the letter is indicative of the broadband designations. In case of specific questions about your designation contact your manager or Human Resource Partner.

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Created on 17<sup>th</sup> June 2008