

Your Total Rewards
Compensation
Statement

Q1/Q2 2024

Vinayak Pardeshi

I744215

Data captured on
March 01, 2024

Compensation & benefits, Career growth & learning, Culture - with our 3C's, we are committed to empower and recognize you.

Find out more:

[Total Rewards Learning Platform](#)

[Glossary of Terms](#)

Your Role & Total Target Cash

Status on January 01, 2024

Changes effective on April 01, 2024

Details and resources

Job Title	IT Business Services Senior Consultant	IT Business Services Senior Consultant	
Career & Grade Level	T3 - 2	T3 - 2	View your current details live in Success Map > Job Details .
Global Grade	D1-27	D1-27	
Annual Base Salary	INR 3,344,000	INR 3,626,568	
Annual Target Bonus	INR 456,000	INR 494,532	View your current details live in Success Map > Compensation Details .
Variable Pay Mix %	12.00%	12.00%	
Percent increase of Total Target Cash		8.45%	
Total Target Cash (full time)	INR 3,800,000	INR 4,121,100	

Your Bonus & Awards

2023 bonus & awards

Your results

Revenue Enabling Bonus Plan	Development Enterprise Cloud Services		More about your Bonus Plan
Individual Success KPI Achievement %		135.00%	

Business KPIs Achievement %	108.76%	More details in your Bonus Plan Letter .
Total Bonus Achievement %	119.26%	
Target Bonus Amount (prorated) ¹	INR 78,711	
Actual Bonus Payout ²	INR 93,869	

Check out the value of our other top offerings

Potential Own SAP Employer contribution Based on your new salary, not considering any additional changes	Assuming you enroll in the program with 10% employee contribution, SAP's maximum contribution would be approx. INR 167,142 over the next 12 months.	View and manage your Own SAP contribution in the Own SAP App .
	In addition to your Total Target Cash, we invested 41,414 INR in your insurance policies covering medical, accident, and life insurance.	Our Benefits offerings are designed to deliver a total well-being experience, encompassing physical, mental and financial health. Explore and take full advantage of the benefits offered to you .
	We invested 20,000 INR in your FLEXBEN plan, providing more flexibility to customize your benefits.	
Your 2023 Benefits		

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¹Considering absences and changes in Annual Target Bonus Amount.

²Total payout amount for 2023 includes advanced payments (if applicable). These will be deducted from the payout amount in March.