

2021 ANNUAL COMPENSATION STATEMENT

Employee Name	Suoss, Robin
Business Title	Content Editor -Dutch
Manager	Rouault, Christopher
2020 Performance Rating	Achieved

COMPENSATION SUMMARY (as of April 1, 2021)

Prior Total Base Pay	26,099.77 GBP
Base Pay Increase	750.23
Changes to Total Base Pay	750.23 (2.87%)
New Total Base Pay	26,850.00 GBP

Notes:

- Total Base Pay is subject to local leave of absence and/or disability policies; in some cases, pay changes may not take effect until employee returns from a leave of absence
 - New Total Base Pay = Prior Total Base Pay plus any pay increase which may include Merit, Additional Adjustment or Promotion effective on April 1, 2021
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