

September 7, 2015

Private and Confidential

Name: **Malarmannan Gurunathan**
Location: **Chennai**
Person Number: **22600012**

Dear Employee,

Congratulations on your Promotion. The statement summarizes your compensation effective August 1, 2015

- Revised Job Band: **6**
- Revised Functional Title: **Analyst I - Apps Prog**

Annual Compensation components	All figures in Rs. per annum
Basic Salary	393,177
House Rent Allowance	196,589
LTA	30,000
Medical	15,000
BA Continuum Allowance	422,505
Gross Salary	1,057,271
Employer's Contribution to Provident Fund	47,181
Gratuity (as per payment of Gratuity Act)	18,912
Total Annual Compensation (CTC)	1,123,364

The design of compensation structure & variable incentive awards (where applicable) – including eligibility, terms and conditions - are subject to revision by the company at any time. Accordingly the company determines the amount of each compensation component in its sole discretion.

Please note that the terms of this letter are confidential. Do not share them with anyone except your immediate family, personal, financial and legal advisors.

We thank you for your continuous contribution to the success of Bank of America.

Yours sincerely,



Anupam Chakraborty
Senior Vice President - Compensation & Benefits

I acknowledge and agree to the terms of the letter

14/09/2015 06:28:50 PM
(Electronically acknowledged date & time)
Malarmannan Gurunathan