

Total Compensation Statement



Name:	Belsare,Rohit A	Year	2016
SECTOR:	Client Tech Solutions	Job Title / Lvl:	Sr App Developer / H
BUD:	iNautix	Office:	IND / PUNE
MU:	8542639-EDSA DEV PUNE T3	Employee ID:	000284088
PERFORMANCE RATING			
Exceeded Expectations			

All values below are shown in		INR		
PAY		2016	2015	% Chg
Fixed Pay (A)		412,860		
Target Variable (B)		21,740		
Cost to Company (A+B)		434,600	340,000	27.8%
INCENTIVE AWARD(S)				
Other Incentive(s) awarded for the Period		1,965	0	
Cash Award		12,500	10,000	
TOTAL INCENTIVE AWARDS		14,465	10,000	44.7%
TOTAL ANNUAL COMPENSATION		449,065	350,000	28.3%

COST TO COMPANY REVIEW		Percent Chg	Effective Date	2015
CTC - as at year-end	434,600			
Merit Increase	51,400	11.83%		36,992 (10.9%)
NEW COST TO COMPANY (C+D below)	486,000	11.83%	01-Jul-2017	
Fixed Pay (C)	461,690			
Target Variable (D)	24,310			
The effective date of the Merit Increase may be amended by BNY Mellon in its sole discretion. Any change to your agreed number of work hours per week between January 1 and the actual Merit Increase effective date is not reflected above, but may affect the listed amount and percentage of the Merit Increase accordingly upon final payroll processing. Where applicable, you will be notified of the recalculated amount and percentage of the Merit Increase in due course, which may increase or decrease on a pro-rata basis based on the change in your working hours.				

NOTES

"TOTAL ANNUAL COMPENSATION" - is estimated and for compensation review purposes only. Calculated by adding together your Pay and any Incentive Award(s). Sales Commission components (if applicable) are excluded.

"Cash Award" - is the portion of your award under your employer's discretionary annual incentive plan that will be paid in cash in February, provided that the conditions described in the BNY Mellon 2016 Incentive Plans General Terms and Conditions (the "General Terms and Conditions") have been fulfilled. All awards are subject to BNY Mellon's forfeiture and clawback terms in the General Terms and Conditions and are not considered part of compensation for benefits purposes. Payment of an award does not create any rights or obligations relating to further awards in the future.

NOTE - All incentive or bonus payments, if any, to be paid to you by the company from time to time will include all mandatory or statutory bonus payments that you are entitled to under the Payment of Bonus Act, 1965, if applicable to you, and all other applicable laws, rules, statutes, enactments, orders and regulations currently in force and as amended from time to time. The company shall deduct tax at source at the applicable rate.

All other terms and conditions of your employment remain unchanged.

Thank you for your continued contributions and commitment to iNautix Technologies.

Any currency conversions from US\$ into local currency use an estimate of the full year average exchange rate for the performance period provided by Corporate Finance (US\$1:INR66.995)

REFERENCE			
Prior Year Rating:	Achieved Expectations	Prior Year Job Title / Lvl:	Application Developer / G
Other:	Other CTC change(s) since July'16: Mkt. adj. 12.5%;Promotion Inc. 2.5%;Overall Inc.(+Merit) 28.9%		