

**PERSONAL AND CONFIDENTIAL****Total Compensation Statement**

<b>Name:</b>	<b>Gadhe,Akshay Ganesh</b>	<b>Year:</b>	<b>2018</b>
SECTOR:	Technology II	Job Title / Lvl:	Application Developer / G
BUD:	BNY Mellon Technology	Office:	IND / Pune
MU:	8542220-PER APP PROCESSING TECH	Employee ID:	000304519 <span>Data as at year-end</span>

**PERFORMANCE RATING**

Achieved Expectations

All values below are shown in

**INR****PAY****2018**

Fixed Pay - as at year-end 394,000

**VARIABLE AWARD(S)**

Cash Award 10,000

**TOTAL VARIABLE AWARD(S) 10,000****TOTAL ANNUAL COMPENSATION 404,000****FIXED PAY REVIEW****Percent Chg Effective Date**

Fixed Pay - as at year-end 394,000

Merit Increase 27,580 7.00%

**NEW FIXED PAY 421,580 7.00% 01-Jul-19**

The effective date of the Merit Increase may be amended by your employer 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.

**Please see overleaf (page2) for relevant footnotes**

Thank you for your continued contributions and commitment to BNY Mellon.

**REFERENCE**

Other:

Name:	Gadhe,Akshay Ganesh	Year:	2018	Emplid: 000304519
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#### **NOTES**

"TOTAL ANNUAL COMPENSATION" - is an estimate of amounts paid by your employer and The Bank of New York Mellon Corporation ("BNY Mellon") (as the parent of the entire BNY Mellon organization) and for compensation review purposes only. Calculated by adding together your Pay and any Variable Award(s). Sales Commission components (if applicable) are excluded.

"Cash Award" - is the amount of your award under your employer's discretionary annual incentive plan that will be paid in cash, provided that the conditions described in the BNY Mellon 2018 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 your employer or BNY Mellon 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 employer or BNY Mellon, as the case may be, shall deduct tax at source at the applicable rate.

All other terms and conditions of your employment remain unchanged.

Any currency conversions from US\$ into local currency use the following exchange rate for the performance period, as provided by Corporate Finance (US\$1:INR74.068)

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