



2015 TOTAL COMPENSATION SUMMARY

Pavan Tiwari

GEID: 1010560811

Work Country: IND

Job/Officer Title: Apps Dev Programmer Analyst 2 / Asst Mgr

Currency: INR

Sector / GOC: ICG / 31182706 - BANKING/ANA INDIAENCL

Performance Rating: Highly Effective

Managed Segment: Total Citi [L1]>Citicorp [L2]>Core Citi Businesses [L3]>Institutional Clients Group [L4]>ICG O&T [L5]>ICG O&T [L6]>ICG Technology [L7]>Markets & Securities Services Technology [L8]>Planning Unit - Markets & Securities Services [L9]>Client Centric & Sec Mkts - Markets & Securities Services [L10]>Bank

Managed Geography: Total Citi Geography>Asia Pacific>Asia ex Japan>Asia Other>Asia EM Hub node>Mumbai COE>

TOTAL COMPENSATION	Local Currency	%
Salary as of December 31, 2015	940001.00	
Weighted Average Salary*	940000.00	
Total Incentive/Retention Award (includes deferred awards)	70,000.00	100%
Cash Bonus	70,000.00	
TOTAL COMPENSATION	1,010,001.00	

ANNUAL SALARY - Local Currency					
Current Annualized Salary Rate	Action	Increase	Increase %	Effective Date	2016 Annualized Salary Rate
940,001.00	MER	142,034.00	15.11%	January 01, 2016	1,082,035.00

All amounts are in local currency unless otherwise indicated. This Profile states the pre-tax value of your cash bonus made under Citi's Discretionary Incentive and Retention Award Plan (DIRAP).

DIRAP awards are determined at the sole discretion of management and may include terms and conditions under which your award may be recovered, reduced or canceled. Receipt of a DIRAP award should not be construed as a promise or guarantee of future awards or continued employment. All DIRAP awards are subject to applicable withholdings and applicable regulatory requirements and guidelines.

* Weighted Average Salary is defined as the Base Salary annualized for the calendar year, adjusting for salary actions made during the year. Weighted Average Salary is typically the actual gross salary paid in the year. Total Compensation is defined as the Weighted Average Salary plus the annual year-end Incentive/Retention Award (including any commissions, if relevant) and may include overtime. For employees hired in 2015, the Weighted Average Salary will normally be equal to the annualized rate.

This Profile is provided for informational purposes only and is not a statement of legal entitlement. In the event of any conflict or inconsistency between the information above and the information contained in the records of your Citi employer (the "Company"), the Company's records will control.