



2017 AT&T Employee Merit Review and Company Performance Incentive Notification Sheet

Current Employee Information as of 1st March 2017

Name	GEVARGHESE, KUTTIKATTIL VARGHESE		
Attuid	kg320q	Pay Country	India
Level	PROA5	Appraisal	3 - Fully Meets

NEW ANNUAL BASE SALARY	
Annual Base Salary (pre-merit) ^[1] :	1,797,820.00 INR
Merit Increase, as of 1st March, 2017:	220,862.00 INR
% Increase ^[2] :	12.28%
New Annual Base Salary (post-merit):	2,018,682.00 INR
AT&T CPI	
2016 AT&T Company Performance Incentive (CPI) paid March 2017	134,938.00 INR

NOTES

The payments above are based on the rules of the AT&T International CPI Plan and the Merit Review program. For additional information about these programs, please click on the following link: <http://hronestop.intl.att.com/viewcontent.cfm?mid=20&pid=4&id=21500>

The increases will be processed with the payroll for March 2017.

[1] For employees on SIP plan, the above annual base salary refers to your annual guaranteed pay

[2] The percentage increase is calculated on your annual base salary as of 1st January 2017 **before** rounding

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Annual Compensation Figures (in Indian Rupees) effective March 01, 2017		
Name:	GEVARGHESE, KUTTIKATTIL VARGHESE	
Department:	EIS TECHNOLOGY	
Job Level:	PROA5	
New Annual Basic Salary (post Merit Review):	897,192.00 INR	Basic Salary
New Annual Flex Salary (post Merit Review):	1,121,490.00 INR	Basic * 1.25
New Annual Base Salary (Annual Total Cash)^[1]:	2,018,682.00 INR	Basic + Flex Salary
Balance Incentive (Employees on SIP) or AT&T CPI (Employees not on SIP):	181,682.00 INR	Payout at 100% Target Achievement
New Total Target Cash (Annual TTC):	2,200,364.00 INR	Annual Base Salary + Balance Incentive/AT&T CPI
Provident Fund:	107,663.00 INR	12% of Basic
Gratuity:	43,155.00 INR	4.81% of Basic
Insurance Premium:	29,500.00 INR	Approximate amount and will vary as per individual factors
Total Investment:	2,380,682.00 INR	TTC + PF+ Gratuity+ Insurance

[1] New Annual Total Cash:

=> For Employees on SIP - This amount includes an Advance Incentive component of the Variable Pay

=> For Employees not on SIP - This amount is the New Annual Base Salary

Information Overview Table for Employees on SIP only	
Component	AT&T
Guaranteed:	0.00 INR
Variable at 100% Target Achievement:	0.00 INR
Advance Incentive ^[2] :	0.00 INR
Balance Incentive ^[3] :	0.00 INR

[2] Advance Incentive is a certain percentage of Variable Pay, which is paid out in advance.

[3] Balanced Incentive is the remaining variable pay amount.

AT&T compensation and benefit plans are subject to change at company discretion. Any changes to policies, programs or benefits will be communicated to all impacted employees. If you have questions with respect to the pay elements outlined in the overview of page 2, please contact local HR.