

## 2016 Annual Compensation Summary

### NIJU MOHAN

<b>Total Compensation (Fixed Pay + Incentives)</b>	<b>INR 2,490,000</b>
<b>Fixed Pay as of December 31, 2016</b>	<b>INR 2,220,000</b>
<b>Annual Incentive Awards</b>	<b>INR 270,000</b>
<i>Cash Incentive</i>	<i>INR 270,000</i>

**Your Annual Fixed Pay effective February 1, 2017 will be INR 2,550,000.**

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#### **Cash Incentive**

Your Cash Incentive of INR 270,000 for performance year 2016 is expected to be distributed by January 27, 2017.

#### **Notes**

- You will not receive an Incentive Award if you are not employed by JPMorgan Chase on the payment date and/or the grant date or if you have given notice of termination prior to those dates.
- Incentive Awards are subject to the JPMorgan Chase Performance-Based Incentive Compensation Plan and the JPMorgan Chase Bonus Recoupment Policy.
- Your Cash Incentive Payment will be subject to any applicable taxes and deductions.
- Please refer to the addendum for your Fixed Pay breakup.
- Visit My Rewards on me@jpmc to see a full, personalized summary of the benefits you receive as a JP Morgan Chase & Co. employee. Note: information in My Rewards as of the distribution of this statement may differ due to timing of actual incentive payments.
- This is a computer generated statement, hence no signature is required.

## Addendum to Annual Compensation Summary

Name: NIJU MOHAN

SID: D302664

Fixed Pay Effective Date: February 1, 2017

Fixed Pay Currency: INR

<b><u>Fixed Pay Per Annum</u></b>	<b><u>December 31, 2016</u></b>	<b><u>February 1, 2017</u></b>
Basic Salary	666,000	765,000
House Rent Allowance	333,000	382,500
Special Allowance	1,056,880	1,226,500
Conveyance Allowance	19,200	19,200
Medical Assistance	15,000	15,000
Leave Travel Assistance	50,000	50,000
Provident Fund	79,920	91,800
Statutory Bonus	0	0
<b>Fixed Pay</b>	<b>2,220,000</b>	<b>2,550,000</b>

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