



INDIVIDUAL COMPENSATION STATEMENT

Your 2020 Compensation Statement

fiserv.

Associate Name	Associate ID	Supervisor Name	Business Unit/Function	2019 Review
Nikita Nagpal	10089329	Pankaj Dayal (Pankaj)	Global Services	Meets Expectations

Thank you again for the hard work and contributions you made in 2019. We are pleased to present your 2020 Compensation Statement.

Values represented on this statement may differ slightly from actuals due to potential rounding and/or hourly rate and currency conversion issues

Merit

Merit Increases are based on several factors including your individual performance, the current assessment of your compensation relative to the external market, and available budget.

	Currency	Amount	Percentage Increase
Current Base/Rate:	INR	621,000.00	
Merit:	INR	38,874.60	6.26%
New Base/Rate:	INR	659,874.60	