

## Total Compensation Statement



<b>Name:</b>	<b>Gokulam,Manikandan</b>	<b>Year</b>	<b>2016</b>
SECTOR:	Client Tech Solutions	Job Title / Lvl:	Prj't Lead App Dev / I
BUD:	iNautix	Office:	IND / CHENNAI
MU:	8542248-PSL DEV CHENNAI	Employee ID:	000269893 <span>Data as at year-end</span>

**PERFORMANCE RATING**

Achieved Expectations

All values below are shown in

INR

<b>PAY</b>	<b>2016</b>	<b>2015</b>	<b>% Chg</b>
Fixed Pay (A)	1,000,008		
Target Variable (B)	54,210		
Cost to Company (A+B)	1,054,218	958,380	10.0%
<b>INCENTIVE AWARD(S)</b>			
Other Incentive(s) awarded for the Period	22,806	0	
Cash Award	115,000	100,000	
<b>TOTAL INCENTIVE AWARDS</b>	<b>137,806</b>	<b>100,000</b>	<b>37.8%</b>
<b>TOTAL ANNUAL COMPENSATION</b>	<b>1,192,024</b>	<b>1,058,380</b>	<b>12.6%</b>

**COST TO COMPANY REVIEW**

Percent Chg

Effective Date

2015

CTC - as at year-end	1,054,218		
Merit Increase	115,782	10.98%	95,838 (10.0%)
<b>NEW COST TO COMPANY (C+D below)</b>	<b>1,170,000</b>	<b>10.98%</b>	<b>01-Jul-2017</b>
Fixed Pay (C)	1,108,554		
Target Variable (D)	61,446		
The effective date of the Merit Increase may be amended by BNY Mellon 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.			

**iNautix India 2016 Retention Program Summary**

In addition to CTC and any year-end incentive above, in 2016 you were also paid a retention amount of:

107,251

**NOTES**

"TOTAL ANNUAL COMPENSATION" - is estimated and for compensation review purposes only. Calculated by adding together your Pay and any Incentive Award(s). Sales Commission components (if applicable) are excluded.

"Cash Award" - is the portion of your award under your employer's discretionary annual incentive plan that will be paid in cash in February, provided that the conditions described in the BNY Mellon 2016 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 the company 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 company shall deduct tax at source at the applicable rate.

All other terms and conditions of your employment remain unchanged.

Thank you for your continued contributions and commitment to iNautix Technologies.

Any currency conversions from US\$ into local currency use an estimate of the full year average exchange rate for the performance period provided by Corporate Finance (US\$1:INR66.995)

**REFERENCE**

Prior Year Rating: Achieved Expectations

Prior Year Job Title / Lvl:

Lead App Developm't

/ I

Other: