

Total Compensation Statement 2015



Name:	Velu,Devendhiran			
AIM:	A5J-0000	Job Title / Lvl:	Lead App Developm't	/ I
BUD:	iNautix	Office:	IND / CHENNAI	
MU:	8542248-PSL DEV CHENNAI	Employee ID:	000231058	

PERFORMANCE RATING

Achieved Expectations

All values below are shown in		INR		
PAY		2015	2014	% Chg
Fixed Pay (A)		827,412		
Target Variable (B)		43,838		
Cost to Company (A+B)		871,250	755,996	15.2%
INCENTIVE AWARD(S)				
Cash Award		90,400	58,200	55.3%
TOTAL INCENTIVE AWARDS		90,400	58,200	55.3%
TOTAL ANNUAL COMPENSATION		961,650	814,196	18.1%

COST TO COMPANY REVIEW		Percent Chg	Effective Date	2014	% Chg
CTC - as at year-end	871,250				
Merit Increase	102,740	11.79%		94,004 (12.4%)	9.3%
NEW COST TO COMPANY (C+D below)	973,990	11.79%	01-Jul-2016		
Fixed Pay (C)	923,731				
Target Variable (D)	50,259				
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 2015 Retention Program Summary

In addition to CTC and any year-end incentive above, in 2015 you were also paid a retention amount of: 96,601

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 2015 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:INR63.893)

REFERENCE				
Prior Year Rating:	Exceeded Expectations	Prior Year Job Title / Lvl:	Tech Leader (iNautix)	/ H
Other:				