

Total Compensation Statement



Name:	Subramaniam,Prakash	Year	2016
SECTOR:	Client Tech Solutions	Job Title / Lvl:	Prj't Lead App Dev / I
BUD:	iNautix	Office:	USA / NEW YORK
MU:	8542542-CED REPORT TRANS APPS PMBA CHE	Employee ID:	000219465 Data as at year-end
PERFORMANCE RATING			
Achieved Expectations			

All values below are shown in		INR		
PAY		2016	2015	% Chg
Fixed Pay (A)	1,434,096			
Target Variable (B)	80,904			
Cost to Company (A+B)	1,515,000		1,365,000	11.0%
INCENTIVE AWARD(S)				
Cash Award	83,000		72,200	
TOTAL INCENTIVE AWARDS	83,000		72,200	15.0%
TOTAL ANNUAL COMPENSATION	1,598,000		1,437,200	11.2%

PAY REVIEW		Percent Chg	Effective Date	2015
CTC - as at year-end	1,515,000			
Merit Increase	167,000	11.02%		150,000 (11.0%)
NEW COST TO COMPANY (C+D below)	1,682,000	11.02%	01-Jul-2017	
Fixed Pay (C)	1,590,659			
Target Variable (D)	91,342			
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: 149,400

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.

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:				