



BNY MELLON

**PERSONAL AND CONFIDENTIAL****Total Compensation Statement**

<b>Name:</b>	<b>Peter,Samuel Roche</b>	<b>Year:</b>	<b>2017</b>
		Job Title / Lvl:	Sr App Developer / H
		Office:	IND / Chennai
		Employee ID:	000296745 <span>Data as at year-end</span>

**PERFORMANCE RATING**

Extraordinary

*All values below are shown in***INR****PAY****2017**

Fixed Pay (A)	552,099
Target Variable (B)	29,076
Cost to Company (A+B)	581,175

**INCENTIVE AWARD(S)**

Cash Award	24,400
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**TOTAL INCENTIVE AWARD(S) 24,400****TOTAL ANNUAL COMPENSATION 605,575****COST TO COMPANY REVIEW****Percent Chg Effective Date**

CTC - as at year-end	581,175		
Merit Increase	126,825	21.82%	

**NEW COST TO COMPANY (CTC) 708,000 21.82% 1-Jul-18**

Employer Provident Fund Contribution	21,600 **
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**NEW CTC + EMPLOYER PROVIDENT FUND 729,600 25.54% 1-Jul-18**

The effective date of the Merit Increase may be amended by your employer 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.

\*\*The Employer Provident Fund contribution amount indicated above is the projected value. This is for your reference purpose only and is based on the estimated structure of your Fixed Pay components effective 1-Jul-18. The actual contribution amount may vary and will be made in accordance with the applicable regulations in effect.

**Please see overleaf (page2) for relevant footnotes**

Thank you for your continued contributions and commitment to BNY Mellon.

**REFERENCE**

Other:

Name:	Peter,Samuel Roche	Year:	2017	Emplid: 000296745
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#### **NOTES**

"TOTAL ANNUAL COMPENSATION" - is an estimate of amounts paid by your employer and The Bank of New York Mellon Corporation ("BNY Mellon") (as the parent of the entire BNY Mellon organization) and for compensation review purposes only. Calculated by adding together your Pay, any Incentive Award(s) and any Retention Award(s). Sales Commission components (if applicable) are excluded.

"Cash Award" - is the amount of your award under your employer's discretionary annual incentive plan that will be paid in cash, provided that the conditions described in the BNY Mellon 2017 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 your employer or BNY Mellon 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 employer or BNY Mellon, as the case may be, shall deduct tax at source at the applicable rate.

All other terms and conditions of your employment remain unchanged.

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:INR65.067)

*Page 2*