

# Vijaya Tapaswi Achanta's Compensation Statement

Your compensation is just one of the ways Accenture recognizes, rewards and invests in you. These outcomes reflect our new approach to making rewards decisions as part of Performance Achievement. These decisions were made by individuals in your part of the business.

## Overview

Fixed Pay	₹875,832.00
Variable Bonus	₹108,035.00

## Detailed View

<span>ⓘ</span> <b>Fixed Pay</b> <span>₹875,832.00</span>		
Current Salary		₹707,000.00
+ Annual Adjustment	23.88%	₹168,832.00
New Salary		₹875,832.00
<b>Variable Bonus</b> <span>₹108,035.00</span>		
<span>ⓘ</span> Local Variable Bonus December '16 Payout		₹55,000.00
LVB/IPB June '16 Payout		₹53,035.00
Total		₹983,867.00

### Fixed Pay

#### **Fixed Pay:**

- Your Fixed Pay increase effective December 1, 2016

### Variable Bonus

#### **Local Variable Bonus December '16 Payout:**

- The LVB payout made this year in December '16 will reflect under "Local Variable Pay". The LVB is linked to your performance achieved and performance of the Delivery Centers for Technology in India. In addition, your LVB is also linked to your Individual Utilization. This payout has been prorated based on your tenure in the Company and considering the period of leave without pay during the above said period. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of this payout. The LVB payout will be subject to applicable taxes.