

**Appendix III**

**Form - D**

**Details of Remuneration/Compensation of the Chief Executive Officer**

<b>Particulars</b>	<b>Existing (Rs.)</b>	<b>Proposed (Rs.)</b>	<b>Reasons for change</b>
(1)	(2)	(3)	(4)
<b>PART-A</b>			
<b>Fixed Pay and perquisites:</b>			
<b>w.e.f. .... up to .....</b>			
<b>Fixed Pay</b>			
<ol style="list-style-type: none"> <li>1. Salary</li> <li>2. Dearness allowance</li> <li>3. Provident Fund/ Gratuity/ Pension/ superannuation benefits</li> <li>4. Leave Fare Concession/Allowance</li> <li>5. Other fixed allowances, if any (please specify)*</li> </ol> <p>*Consolidated allowance, if any, to be given with heads it subsumes</p>			
<b>Total Fixed Pay:</b>			
<b>Perquisites:</b>			
<ol style="list-style-type: none"> <li>1. Free Furnished House and its maintenance/House Rent Allowance</li> <li>2. Conveyance Allowance/Free use of bank's car for               <ol style="list-style-type: none"> <li>(i) Official purposes</li> <li>(ii) Private purposes</li> </ol> </li> <li>3. Driver(s)' salary</li> <li>4. Club Membership(s)</li> <li>5. Reimbursement of medical</li> </ol>			

expenses 6. Any other perquisite (please specify)			
<b>Total Perquisites</b>			
<b>Total Fixed pay and Perquisites</b>			
<b>Note:</b>			
(i) The remuneration proposals have to be submitted in this format only.			
(ii) If any of the benefits is of a non-monetary nature, e.g. free furnished house, its monetary equivalent as best as it is possible to determine, should invariably be given. In case the person to be appointed is already associated with the applicant bank, particulars of his existing compensation, etc. should be furnished.			
(iii) If the bank proposes to increase the emoluments and/or other benefits/perquisites, the reasons therefore may be explained suitably under column No. (4).			
(iv) In case the bank proposes to give any sign-on/ joining bonus (limited to the first year), which should be in the form of ESOPs, its details (such as number of shares, grant date and price, monetary value, vesting schedule, may be furnished separately.			
<b>Particulars</b>	<b>Existing (Rs.)</b>	<b>Proposed (Rs.)</b>	<b>Reasons for change</b>
(1)	(2)	(3)	(4)
<b>PART-B</b>			
<b>Variable Pay:</b>			
<b>For FY.....</b>			
(a) <b>Cash component</b> • Upfront payment • Deferred payment			
<b>Total cash component</b>			
<b>Vesting period (in years)</b>			
<b>Deferral arrangement</b> (i) First Year (ii) Second Year (iii) Third Year (iv) ..... (v) ..... .....			

<b>(b) Non-cash Components (Stock linked instruments):</b>			
<b>1. ESOP/ESOS</b> (i) Number of share/ share-linked instruments (ii) Monetary value (iii) Deferral (with %) (iv) Vesting schedule details			
<b>2. ....(Any other share-linked instruments)</b> (i) Number of share/ share-linked instruments (ii) Monetary value (iii) Deferral (with %) (iv) Vesting schedule details			
<b>3. Any other non-cash component</b> (please specify) and mention its monetary value, deferral, vesting schedule, etc.			
<b>Total monetary value of non-cash component(s)</b>			
<b>Total monetary value of Variable Pay (Cash and non-cash components)</b>			
<b>% of Cash Component in Total Variable Pay</b>			
<b>% of Non-cash component in Total Variable Pay</b>			
<b>% of Variable Pay to Fixed Pay (for the same FY)</b>			
<b>Note:</b> The variable pay, along with various sub-components, deferral and vesting period, etc., should be submitted in PART-B of the form, whenever applicable.			