



2019 - 2020 JLL Compensation Statement

Prepared for: GUGLANI, ANTRA (430950)

At JLL, we are committed to recognizing employee performance through fair and transparent rewards. The below compensation decisions reflect your manager's assessment of 2019 performance and contributions to JLL.

2019 Bonus Amount (Gross)*	17,400.00 INR
Current Base Compensation**	500,040.00 INR
Increase Amount	17,501.40 INR
New Base Compensation**	517,541.40 INR
New Base Frequency	Annual
New Base Compensation Effective Date	April 1, 2020

**Australia Employees Only: Your bonus payment and TSP includes the SuperAnnuation Guarantee Contribution (if applicable), and any additional salary sacrifice into SuperAnnuation where authorized by you.*

**Singapore Employees Only: Your total 2019 Gross Bonus Amount includes JLL's and your obligation to CPF where applicable. Please refer to the Supplementary Letter which will be issued by your manager, for the break-up. A separate bonus-slip will also be available in the SG-Payslip App, after the March 26th payout.*

***Does not include any allowances, 13th and 14th month pay.*

This statement does not include any compensation changes processed in Workday after January 15, 2020. Workday changes supersede this statement.

For more details on your payout, please visit or click this URL: <https://tinyurl.com/apacpayoutpolicy2019>

Thank you for your continued commitment to Achieving Ambitions at JLL.

Personal & Confidential

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