

National Bank of Pakistan - Bangladesh Branches

Disclosures under Pillar III of Basel III for the year ended 31 December 2015

1. Disclosure policy:

Following disclosures have been made by National Bank of Pakistan ("the Bank") as per its approved policy to observe the disclosure requirements set out by the Bangladesh Bank (BB) in Bangladesh Bank revised guidelines on risk based capital adequacy under Basel II to complement the capital adequacy requirements under Pillar III.

2. Scope of applications

Qualitative disclosure

The risk based capital adequacy framework applies to National Bank of Pakistan, Bangladesh Operations, on "Solo Basis" as the Bank has no subsidiaries or significant equity investments in any other separate entity rather operating in Bangladesh as a Branch of foreign bank, National Bank of Pakistan is a state owned bank, incorporated in Pakistan.

Quantitative disclosure

The Bank's capital as at 31.12.2015 stood Taka 4,137.49 Million. Though the Capital Adequacy Ratio (CAR) is 20.42 % much more above than the minimum requirement of 10% of Risk Weighted assets and there is a surplus in the capital of Taka 137.49 Million as at 31.12.2015 .

3. Disclosures framework

Disclosures framework and requirement are in line with the Basel-II guidelines and subsequent ammendment there on issued by the Bangladesh Bank.

3.1 Capital structure

Qualitative disclosure

The Bank's total capital as of 31 December 2015 was Taka 4,137.49 million out of which 99.23 % i.e Taka 4,105.43 million was under Tier-I, highest quality of Capital elements. and remaining 0.77 % i.e. Taka 32.06 million was under Tier-II. The main features of our Tier-I capital is Taka 13,380.64 million kept with Bangladesh Bank as per section 13 (4) of Banking Companies Act 1991 and the remaining (9,275.21) million is the retained loss due to specific provision against classified portfolio as at 31 December 2015. The Bank's Tier-II capital consists of general provision of Taka 7.58 million, 50% of revaluation gain on treasury bills/bonds Taka 11.50 million and remaining Taka 12.98 Million prilliminary expenses approved as capital as at 31 December 2015. The proportion of Tier-I & Tier-II capital as per basel II guideline has been duly maintained.

Quantitative Disclosure	Amounts in Million Taka
A) Amount of Tier-1 capital	
Fully paid-up capital/ capital deposited with BB	13,380.64
Non-repayable share premium account	-
Statutory reserve	-
General reserve	-
Retained earnings	(6,073.06)
Minority interest in subsidiaries	-
Non-cumulative irredeemable preferences shares	-
Dividend equalisation account	-
	7,307.58
B) Amount deducted from Tier-1 capital	
• Goodwill	-
• Shortfall	-
• Others	(3,202.15)
	4,105.43
C) Net total of Tier-I Capital (A+B)	
	32.06
D) Total amount of Tier 2 capital, net of deductions from Tier 2 capital	
	4,137.49
E) Total eligible capital (C+D)	
	4,137.49

Note: Taka 1,633.80 Million has been injected as a fresh Capital during the year 2015.

3.2 Capital adequacy

Qualitative disclosure of capital adequacy

The Bank was adequately capitalized throughout the year. Quarterly Capital reporting under Basel-II guidelines has been made accordingly. Bank is in the process of preparation its own Internal Capital Adequacy Assessment Process (ICAAP) documents. The Bank's management is well involved in Capital Adequacy issues.

The Bank's Capital Adequacy Ratio (CAR) as at 31 December 2015 is 20.42 % as against the minimum requirement of 10% as of 31 December 2015 as per BRPD circular no. 10 dated 10 March 2012. Tier-I capital was 20.26 % of risk weighted assets (RWA) against minimum requirement of 5% of RWA.

Quantitative disclosure of capital adequacy	Amounts in Million Taka
A) Amount of regulatory capital to meet unforeseen losses	
Amount of minimum capital required to meet credit risk	1,822.61
Amount of minimum capital required to meet market risk	54.65
Amount of minimum capital required to meet operational risk	148.82
	2,026.08
Minimum Capital Requirement (MCR)	4,000.00
B) Actual capital maintained:	
Total tier I capital	4,105.43
Total tier II capital	32.06
Total tier III capital	-
	4,137.49
C) Additional capital over MCR maintained by the Bank	137.49
% of capital adequacy required	
Tire I	5.00%
Total	10.00%
% of capital adequacy maintained	
Tire I	20.26%
Total	20.42%

3.3 Credit Risk

Qualitative Disclosures:

The general qualitative disclosure requirement with respect to credit risk includes the following:

Definition of past due and impaired (for accounting purposes) assets

According to the Bangladesh Bank's Guidelines on Risk Based Capital Adequacy, claims that are past due for 90 days or more are clubbed under this past due category. Apart from Basel III requirement bank is maintaining its past due loan in accordance with the BRPD 14 dated September 23, 2012 on loan classification and provisioning.

Description of approaches followed for specific allowances and statistical methods.

The Bank is following the standardised approach in line with Bangladesh Bank guidelines and no other statistical model is used apart from the supervisory procedures prescribed by the Bangladesh Bank in this regard.

Bank's credit risk management policy

Credit risk is one of the major risks faced by the bank. This can be described as potential loss arising from the failure of counterparty to perform as per contractual agreement with the bank. The failure may result from unwillingness of the counterparty or decline in his/her financial condition. Therefore bank's credit risk management activities have been designed to address all these issues.

The bank has segregated duties of the officers/executives involved in credit related activities. Credit approval, administration, monitoring and recovery function have been segregated.

Credit risk has been considered as one of the most significant risks in terms of sustainability, regulatory and capital requirements, which National Bank of Pakistan, Bangladesh Operations is exposed to. Bank's policy is to develop a high quality and diversified credit portfolio comprising of corporate, SME and retail / personal customers in Bangladesh towards better credit risk management. Credit risk management focuses on the quality of customer's individual loans as well as the overall loans and advances portfolio, examining and reporting the underlying trends, concentrations and ensuring a sustainable credit risk culture throughout its Bangladesh Operations. Credit risk management system of the Bank also closely monitors the changes in economic and market conditions and guides business and functional management at all levels on their credit portfolio.

Thus the scope of credit risk management and identification practices need to follow the procedures below:
To identify and manage credit risk, the Bank engages in procedures such as-

- i. Set up and follow well defined strategy for credit origination and relationship management
- ii. Follow Credit risk analysis and mitigation strategy both at pre and post approval level
- iii. Follow defined Loan documentation and credit administration procedures
- iv. Methodically approach Recovery and management of problem loans
- v. Establish best practise for Portfolio management
- vi. Convey credit status through reporting

The Bank uses internal lending guidelines and procedures to ensure that all lending officers understand the Bank's appetite for risk in servicing counter party requirements, and thus facilitates evaluation and approval of individual credit transactions. The Bank has standard methods of analyzing various risk aspects involved in extending credit, considering risk areas such as business risk, financial risk, management risk, security risk, etc besides continuously reviewing the exposures and concentrations of the customer, group, industry, geography and lending types. Outcome of these risk analyses is used to establish internal credit risk grading for each borrower.

Maintenance of specific provision

National Bank of Pakistan, Bangladesh Operations strictly complies with its internal credit procedure prepared in line with prevailing Bangladesh Bank's guidelines including BRPD circular no. 05 dated 05 June 2006 and also made necessary ammendmend as per BRDP Circular No 14 Dated September 23, 2012 concerning management of non-performing loans, loan classification and provisioning.

In line with above guidelines, the Bank reviews the loans and advances throughout the year so as to assess them in order to maintain the provision required thereagainst at the end of the each quarter during the year.

Provisioning rates

The specific provisioning rates on loans and advances is being maintained as guided by BRPD circular no. 14 dated 23 Septemebr 2012 and other subsequent ammendments of the same.

Base for provision

Provision is to be made at the prescribed rate on the net loan amount after deduction of the amount of interest in suspense and the allowable value of eligible securities from the outstanding balance of classified accounts in line with the above guidelines.

Moreover, BRPD circular no. 14, dated 23 September 2012 also warrants further provisioning based on our qualitative judgments in case where any uncertainty or doubts arises in respect of recovery of any continuous loan, demand loan or fixed term loan, which will also require the Bank to classify such loans on the basis of qualitative judgment.

Total gross credit risk exposures broken down by major types of Credit exposure

	Amounts in Million Taka
Cash Credit	-
Loan Import Merchandised	8
Loan against Trust Receipt	641
Loan against Cash Incentive	-
Over draft	4,713
Demand Loan	599
Term Loan	7,958
Packing Credit	10
Bills purchased and discounted	1,306
	15,235

Geographical distribution of exposures, broken down in significant areas by major types of credit exposure

	Amounts in Million Taka
Dhaka Division	13,983
Chittagong Division	665
Sylhet Division	70
Khulna Division	182
Rajshahi Division	307
Rangpur Division	29
	15,235

Industry or counterparty type distribution of exposures, broken down in significant areas by major types of credit exposure

	Amounts in Million Taka
1. Textile Industries	4,208
2. Food & Allied Industries	227
3. Pharmaceuticals Industries	142
4. Leather, Chemical, Cosmetics Industries etc	269
5. Cement & Ceramic Industries	8
6. Service Industries(CNG)	123
7. Plastic Industries	-
8. Telecommunication, Mobile	377
9. Others	9,882
	15,235

Residual contractual maturity breakdown of the whole portfolio, broken down by major types of credit exposure

	Amounts in Million Taka
Repayable on Demand	-
Not more than 3 months	15,232
Over 3 months but not more than 1 year	2
Over 1 year but not more than 5 years	1
More than 5 years	-
	15,235

Quantitative disclosure	Amounts in Million Taka
Total exposures of credit risk	
A. Funded	
a) Domestic	34,564.14
b) Overseas (Nostro Balances)	59.29
	34,623.43
B. Non-Funded	
a) Domestic	-
b) Overseas	53.24
	53.24
C. Distribution of risk exposure by claims	
a) Cash and cash equivalents	23.33
b) Claims on Bangladesh Government and Bangladesh	15,040.05
c) Claims on other sovereigns and central banks*	-
d) Claims on Bank for international settlements, International Monetary Fund and European Central Bank	-
e) Claims on multilateral development banks (MDBs)	-
f) Claims on public sector entities (other than Govt. of Bangladesh) in Bangladesh	-
g) Claims on banks & NBFIs:	-
Maturity over 3 months	-
Maturity less than 3 months	59.44
h) Claims on corporate (excluding equity exposure):	3,210.62
i) Claims under credit risk mitigation	-
j) Claims categorised as retail portfolio & small enterprise (excluding consumer finance)	1,549.48
k) Consumer finance	-

Quantitative disclosure	Amounts in Million Taka
l) Claims fully secured by residential property	-
m) Claims fully secured by commercial real estate	-
n) Past due loans/NPL	10,474.92
o) Investments in premises, plant and equipment and all other fixed assets	18.04
p) Claims on fixed assets under operating lease	-
q) All other assets	-
i) Claims on GoB & BB (advance income tax)	15.10
ii) Staff loan/Investments	-
iii) Other assets	4,232.45
r) Off-balance sheet items:-	
Claims on Banks:	
Maturity over 3 months	-
Maturity less than 3 months	-
Claims on corporate	-
Retail portfolio and small enterprises	-
	34,623.43
D. Details of exposure under credit risk mitigation (CRM)	
• Claims secured by financial collateral	-
• Net exposure after the application of haircuts	-
• Claims secured by eligible guarantee	-
E. Gross non-performing assets (NPAs)	10,474.92
Total loans and advances	15,235.02
Non-performing loans and advances including SMA	
Special mentioned account (SMA)	-
Sub-standard (SS)	-
Doubtful (DF)	35.63
Bad/loss (BL)	10,439.29
Total non-performing loans and advances	10,474.92
Non-performing assets (NPAs) to outstanding loans and advances (Excluding SMA)	68.76%
G. Movement of non-performing assets (NPAs)	
Opening balance	7,092.35
Addition during the year	3,382.57
Reduction during the year	-
Closing balance	10,474.92
H. Movement of specific provisions for NPAs	
Opening balance	5,791.80
Add: Provisions made during the period	2,139.22
Less :Write-off	-
Less: Write-back of excess provisions	-
Closing balance	7,931.02

3.4 Assets

Qualitative disclosure

Assets of the Bank includes both banking book assets and trading book assets. Trading book assets consist of foreign currency in hand, balances of nostro accounts and investment in treasury bills/bonds under Held for Trading (HFT) while all other assets of balance sheet such as loans and advances, investment in treasury bills/bonds under Held to Maturity (HTM), money at call and short notice and all fixed assets are the part of banking book assets. Assets are also divided in earning assets and non earning assets. The Balance Sheet size of the National Bank of Pakistan, Bangladesh Operations as on 31 December 2015 expanded by 8.38 % compared to 31 December 2014. All the fixed assets of the Bank are properly insured. Apart from the credit portfolio of traditional banking activities and fixed assets, the Bank has significant amount of investment in treasury bonds.

Earning assets:

Following assets are included as earning assets as these are generating revenue for the Bank:

Loans and advances/credit portfolio;

Investments;

Foreign currency held with Bangladesh Bank and overseas correspondent banks from which we earned interest.

Non-earning assets:

Non-earning assets are those assets from which do not generate revenue. Following are the components of non-earning assets:

- Cash in hand and balance with Bangladesh Bank and it's agent bank in local currency
- Fixed assets
- Other assets
- Foreign currency held with overseas correspondent banks' current account from which we do not earned any interest.

Overall loans and advances as at 31 December 2015 stood at 15,235.02 million registering 1.73 % reduction compared with 31 December 2014. Overall investments as at 31 December 2015 stood at Taka 13,655.87 million registering 111.87 % growth compared with 31 December 2014.

Assets are monitored on a regular basis to cope with unexpected risk. Assets Liability Committee (ALCO) monitors and reviews the behaviour patterns of the assets. Assets are classified as per the directives of Bangladesh Bank.

Assets are classified as per directives and guidelines time to time issued by Bangladesh Bank. Classified loans and advances of the Bank as at 31 December 2015 was Taka 10,474.92 million which is 68.76 % of total loan portfolio. Classified loans and advances have increased by Taka 3,382.57 million compared to the year 2014. Adequate specific provision has been kept against such classified loans and advances as per Bangladesh Bank guidelines.

Quantative Disclosures	Amounts in Million Taka
i) Banking book assets	
A. Cash in hand and balance with Bangladesh Bank excluding foreign currency (FC)	920.27
B. Balance with other banks excluding FC	0.15
	920.42
C. Money at call and on short notice	-
	-
D. Investment (HTM)	
a. Government	13,549.74
b. Qualifying (banks, etc)	-
c. Equities	-
d. Others	-
	13,549.74
E. Loans and advances	
a. Past Due	
SMA	-
SS	-
DF	35.63
BL	10,439.29
b. Unclassified	4,760.10
	15,235.02
F. Risk weighted assets (RWA)	
a. Below 100% RWA	-
b. 100% RWA	-
c. Above 100% RWA	-
	-
G. Rating Status	
a. Rated assets	-
b. Unrated assets	-
	-
H. Other assets including fixed assets	4,265.59
	4,265.59
i) Total banking book assets	33,970.77
ii) Trading book assets	
1. Foreign currencies held in hand	0.14
2. Foreign currencies held in Bangladesh Bank and nostro account	546.74
3. Investment (trading)	
a. Govt. (part of govt. HTM if held above the required SLR amount)	105.78
ii) Total trading book assets (1+2+3)	652.65
Total assets (i+ii)	34,623.43

3.5 **Equities: Disclosures for banking book position**

Qualitative disclosure

The Bank has no investment in quoted shares.

3.6 **Interest rate risk in the banking book (IRRBB)**

Qualitative disclosure

Interest rate risk refers to fluctuations in Bank's net interest income and the value of its assets and liabilities arising from internal and external factors. External factors cover general economic conditions.

Internal factors include the composition of the Bank's assets and liabilities, quality, maturity, interest rate and re-pricing period of deposits, borrowings, loans and investments. Rising or falling interest rates impact the Bank depending on Balance Sheet positioning. Interest rate risk is prevalent on both the assets as well as the liability sides of the Bank's Balance Sheet.

3.7 **Market risk**

Market risk in trading book

Views of board of directors on market risk

Market risk is the risk of adverse revaluation or movement of any financial instrument as a consequence of changes in market prices or rates. Market risk exists in all trading, banking and investment portfolios but for the purpose of this report, it is considered as a risk specific to trading book of the Bank. The major types of market risk as specified in the Risk Based Capital Adequacy (RBCA) are as follows:

- i. Interest rate risk
- ii. Equity position risk
- iii. Foreign exchange risk and
- iv. Commodity risk

Among the above list, the main types of market risk faced by the Bank are interest rate risk and foreign exchange risk. The management of Bangladesh operations has given significant attention to market risk in trading book to assess the potential impact on the Bank's business due to the unprecedented volatility in financial markets.

Methods used to measure market risk

According to Bangladesh Bank guideline, National Bank of Pakistan, Bangladesh Operation is presently following the standardised approach for market risk under Basel II.

Market risk management system and policies and processes for mitigating market risk

The Bank has an independent market risk framework to assess, manage and control the risk management function, which is responsible for measuring market risk exposures in accordance with prescribed policies, and monitoring and reporting these exposures against the approved limits on a daily basis according to Bank's appetite for market risk.

Interest rate risk

Interest Rate Risk (IRR) is a major source of market risk and is unavoidable in any financial institution where the re-pricing of assets and liabilities are not identically matched. The ALCO of Bangladesh Operations manages the potential impact, which might be caused by the volatility of changes in the market interest rates and yield curves.

The securities (Treasury bills/bonds) acquired with the intention to trade by taking advantage of short-term price and interest rate movement is classified under the trading book. The marked to market (MTM) of securities in the trading book is done at market value as per the Bangladesh Bank guidelines.

Foreign exchange risk

All foreign exchange exposures and related risks are reviewed by the ALCO monthly, which provides additional guidance to treasury dealing room in managing the risks. This is to ensure that any adverse exchange rate movements on the results of the Bank due to un-hedged foreign exchange positions are restrained within acceptable parameters.

In addition to daily revaluation of spot position and monthly revaluation of forward positions the treasury uses Value at Risk (VaR) to assess the market risk. VaR provides a single number to the management that reflects the maximum loss, which can occur within a confidence level over a certain period of time.

Quantitative disclosure	Amounts in Million Taka
The capital requirements for:	
A. Interest rate risk	-
B. Equity position risk	-
C. Foreign exchange risk	54.65
D. Commodity risk	-
	54.65

3.8 Operational risk

Qualitative disclosure

The Management of National Bank of Pakistan has strong corporate governance and bank operational risk is well monitored as a part of risk management process. A sound internal process to assess the operational risk through a robust Internal Control mechanism is in place.

Operational risk Management process applied are as follows:

Risk based Audit has been rolled out to keep operational lapses at a minimum level in our all Branches by reinforcing Internal Audit throughout the year by ICC- Internal audit team, Regional Office as well as Head Office Pakistan Inspection team as a continuous process via on line and on site auditing through periodic basis.

In addition following mitigating steps are taken:

- a) Clear management reporting lines for each business units and branches with empowerment and accountability
- b) Appropriate segregation of duties
- c) Due diligence process in establishing customer relationship
- d) Regular staff rotation/transfers
- e) Regular system generated reporting to identify exceptional transactions
- f) Blanket Insurance cover against potential losses from internal & external events.

Performance gap of executives and staffs are being reviewed at the Management Committee Meeting and Audit Committee meeting and also in operation meeting held on monthly basis. Mitigation steps are decided and implemented accordingly.

Potential external events: Counter-party Risk are well monitored with enhanced due diligence. External threats Like, Payment gateway Control, Access Control/ Firewall etc. has been put in place and effectively working.

Operational Manuals are in place and Operating Instructions are being circulated regarding operational process with a view to mitigation of operational risk. Business Continuity Plan/ Disaster recovery site have been already worked out and are in place. HO team in in the process to finalize the details of BCP.

Presently the bank is maintaining adequate capital to mitigate its operational risk as per RBCA guideline by following the "Basic Indicator Approach".

Quantitative Disclosure	Amounts in Million Taka
The capital requirements for operational risk	148.82

3.9 Liquidity ratio

Qualitative disclosure

Liquidity Risk is the the risk that the bank does not have sufficient financial resources to meet its obligations as they fall due or will have to do so at excessive cost. The risk arises from mismatch in the timing of cashflows.

The objective of liquidity framework is to allow the Bank to withstand very severe stresses. It is designed to adaptable to change the business modes, markets, regulators. The liquidity risk management framework requires:

- * Liquidity to manage by Bank on stand-alone basis with no reliance on the Bangladesh Bank;
- *to comply with all regulatory limits;
- *to maintain positive stressed cash flow;
- *monitoring the contingent funding commitments;
- *moitoring the structural term mismatch between maturing assets and liabilities;
- *maintenance of ribust and practical liquidity contingency plan;
- *maintain diverse sources of funding and adequate back up lines;

Liquidity management of the Bank is centered on the Liquidity Coverage Ratio (LCR) and Net Stable Funding Ratio (NSFR) based on BASEL III. The Bank has ALM (Asseet liability management) desk to manage this risk. There are others tools like SLR,CRR,AD Ratio,MCO,MTF etc

The Bank has adopted Liquidity Coveragr Ratio (LCR) and Net Stable Funding Ratio for liquidity risk management. LCR ensures that Bank mainatains enough high liquidity unencumbered liquid assets to meet its liquidity needs for 30 calendar time-line whereas NSFR ensures availability of stable funding is greater than required funding over 1 year period.

Bank has Asset Liability Management Committee (ALCO) to monitor the liquidity risk on a monthly basis.

Quantitative Disclosure	Amounts in Million Taka
Liquidity coverage ratio (%)	16.50%
Net stable funding ratio (%)	20.31%
Stock of high liquid assets	2,316.29
Total net cash outflows over the next 30 calendar days	14,038.12
Available amount of stable funding	6,923.36
Required amount of stable funding	34,084.85

4 Leverage ratio

Qualitative disclosure

Leverage ratio is the ratio of tier 1 capital to total on and off-balance sheet exposures. The leverage ratio was into the BASEL-III framework as a non-risk based backstop limit, to supplement risk-based capital requirements.

In order to avoid building up excessive on and off balance sheet leverage in the banking system, a simple transparent, non risk based leverage ratio has been introduced by the Bangladesh Bank. The leverage ratio acts as a credible supplementary measure to the risk based capital requirements. The leverage ratio is intended to achieve the following objectives:

- constrain the build-up of leverage in the banking sector which can damage the broader financial system and the economy
- reinforce the risk based requirements with an easy to understand and non-risk based measure.

The Bank has calculated the regulatory leverage ratio as per the guideline of Basel-III. The numerator, capital measure is calculated using the new definition of Tier I capital applicable from 01 January 2015. The denominator, exposure measure is calculated on the basis the Basel III leverage ratio framework as adopted by the Bangladesh Bank. The exposure measure generally follows the accounting value

Quantitative disclosure

	2015 BDT
Leverage ratio	17.11%
On balance sheet exposure	27,142.22
Off balance sheet exposure	56.78
Total Deduction from on and off balance sheet exposure/regulatory adjustments made to Tier 1 capital	3,202.15
Total exposure	23,996.85

4.1 Remuneration

NBP BD operations focuses to attract , retain and motivate top talents to meet its objectives. Bank has a competitive pay and benefits packages to fulfill its objectives

Banks rewards strategy aims to reward success. In order to ensure alignment between remuneration and Bank's business strategy, individual remuneration is determined through assessment of performance delivered against both annual and longterm objectives.

NBPs reward package consists of the following key elements:

Fixed Pay:

The purpose of the fixed pay is to attract and retain employees by paying market competitive pay for the role, skills, and experience required for the business. This includes basic salary, LFA and other allowances in accordance with local market practices.

Benefits :

NBP Bangladesh operations provided benefits in accordance with local market practice. There are medical insurance and life insurance policy for employees

*Key Features of NBP BD Operations remuneration framework include:

*assessment of performance with reference to clear and relevant objectives

*the use of discretion to assess the extent to which performance has been achieved.

Quantitative disclosures:

Number of meeting held by mainbody overseeing remuneration during the financial year	Not Applicable
Remuneration paid to the mainbody overseeing remuneration during the financial	Not Applicable
Number of employees having received a variable remuneration award during the financial year	Not Applicable
Guaranteed bonuses awarded during financial year:	
Number of employees	94
Total amount of guranteed bonuses	5,365,370.00
Sign-on awards made during the financial year:	
Number of employees	Nil
Total amount of sign-on awards	Nil
Severence payments during the financial year :	
Number of employee	Nil
Total amount of severence payment	Nil
Total amount of outstanding deferred remuneration (In cash)	Nil
Total amount of deferred remuneration paid out in the financial year	Nil
Breakdown of amount of remuneration awards for the financial year	Nil
Fixed and variable	
Variable pay	Nil
Deferred	Nil
Non-deferred	Nil