

Own your career at PwC



Dear Japnoor Singh,

This is with reference to your On-campus selection during the recruitment process conducted at Delhi Technological University, Delhi on 12 September we are pleased to issue this Letter of Intent (LOI) to hire you for the position of IND Associate in our Advisory Line of Service of PricewaterhouseCoopers Services LLP ('LLP') as per the below mentioned details.

We would like to inform that your management level IND Associate indicated in this LOI is aligned with the local business card title Consultant.

The total base pay (i.e., annual fixed compensation) all-inclusive at your position will be Rs. 700000 (Rupees Seven Lakhs Only). In addition to the annual fixed compensation, you will be eligible for annual variable pay as per the LLP's extant internal Policy. For more details, please refer to the attached Annexure A. The Annual fixed compensation and Annual variable pay will be subject to deduction of tax at source, in accordance with Income Tax Act, 1961 and all other central and state legislation applicable to your base location.

It is important for you to note at this time that your acceptance to this LOI only means that you have in principle agreed to join the LLP which is however subject to the other requisite approvals as outlined to you at the time of interview including but not limited to successfully completing your course in the first attempt for the academic year for which you were interviewed and selected and validation / verification of all your documents and details, if any, provided by you during the interview process and other requirements as per the LLP's applicable policies. You expressly permit and authorize the LLP / its designated agencies to carry out a reference and background verification on the basis of the documents, if any, provided by you. Upon completion of the necessary formalities and requirements, the LLP shall communicate to you in writing by August 30, 2024 that the requisite approvals and validations have been received and you are now eligible to receive the Contract of Employment (CoE).

In the event that you do not receive any communication with respect to your eligibility as stated above from us on or before August 30, 2024, then this LOI shall be deemed as withdrawn. The LLP also reserves its rights to rescind, revoke, amend or withdraw this LOI or any of the terms outlined herein without assigning any reason.

We trust you find the above in order. Please feel free to contact your University officials or at in_campus_connect@pwc.com for any clarifications / questions that you may have.



We wish you all the best for your future career with the Company!

Regards,

Shakir Iqbal
PwC | Senior Director | Human Capital

APPENDIX A

		My Pay: Performance based and best-in class payouts.	
Components		Annual	Monthly
Total Base Pay	Basic	Rs. 280000	Rs. 23333
	House Rent Allowance	Rs. 140000	Rs. 11667
	Provident Fund (Employers' Contribution)	Rs. 33600	Rs. 2800
	Total	Rs. 453600	Rs. 37800
	Reimbursable Flexible Benefits (RFB) & Employers' contribution to National Pension Scheme	Rs. 246400	
	Total Base Pay	Rs. 700000	
Performance Incentive	Variable Pay (earning potential @25% for Top Rater)*	Rs. 175000	
Total Rewards	Potential Total Cash Compensation in the first year	Rs. 875000	
Gratuity	Annual Gratuity Contribution (Contribution@4.81% of Basic)	Rs. 13468	
Insurances	Estimated Cost of Insurance Premium paid (includes GMC, GPA & GTLI)	Rs. 14026	
CTC	Total cost to company in the first year	Rs. 902494	
*Performance Based - Range : 0% - 25% This Annual Variable Pay (Earning Potential) range is only indicative. The actual Annual Variable Pay each year, will vary and can be higher or lower based on overall Firm/Company/LLP, LoS, team and individual performance. More details are available in the Total Rewards policy and the Annual Variable Pay related guidelines.			
		My health and wellbeing: We value your hard work and your wellbeing	
		Sum insured	
Health and Welfare benefits	Medical insurance <ul style="list-style-type: none">Insurance for you and your immediate family, including same sex/domestic partnersWith an option to include parents as well as parents-in-law at a special price	Rs. 2000000	
	Personal accidental insurance	Rs. 500000	
	Term life insurance	Rs. 2500000	
Focus on holistic wellbeing(visit the People Wellness app)	Free access to expert doctors - Teleconsultation Services	Annual health check-ups through firm initiated tie-ups	Wellness initiatives for holistic wellbeing: <ul style="list-style-type: none">We for Wellness series, regional and firmwide sessions.Cult. fit app access, special employee memberships.
	Safe space for you and your	Balancing wellbeing and	Opportunities to be the best

	immediate family members to seek free professional counseling - PwC Cares (Employee Assistance Programme)	productivity through firm-wide year-end break and Pens down days, apart from individual time off and flexibility options	version of yourself by volunteering for purposeful work through the PwC India Foundation
	My Career growth: We're investing in your future by strengthening your skillset today.		
Recognition	We appreciate and value effort - we say kudos for a good job done or for achieving a milestone by leveraging our STAR&R portal. There are a host of awards - including monetary awards as well as morale boosting awards.		
Career enhancement programmes through continuous upskilling and trainings	Free access to LinkedIn Learning , that houses over 16,000 courses.	Firm sponsored career enhancing certification courses and tie ups with Coursera, Udemy, edX, Simplilearn, Pluralsight, Edureka	Towards Leadership programmes for high potential Associate Directors and Directors nominated to be nurtured as leaders of tomorrow.
	Role transition training for new Senior Associates, Managers, Associate Directors and Directors with Eubrics, SP Jain, IIM, Ahmedabad and ISB, respectively.	Structured and self-paced learning options include classroom, webinars, virtual and instructor-led as well as e-learn options on Vantage .	Access to Acing Digital programme, LoS specific , technical training programmes for skill, building along with foundational and compliance trainings.
	My Personal aspirations: Flexibility. Success. You can have both here.		
<p>Even as we deliver excellence, we believe that taking downtime is important. Apart from the national/regional holidays, firmwide year-end break and Pens down days, you can make the most of the leaves available to you. Choose how, when and where you work - to support your needs and interests in and outside of work. Workplace flexibility is about working creatively to manage our lives at work and at home. Know more here. We understand that one size doesn't fit all - we're tech-powered to enable our people to be their authentic selves and support them through various junctures of their life.</p> <ul style="list-style-type: none">• There are simple ways to build some flexibility into your work schedule on a routine basis by using flexitime, go do it and other flexible working options.• Long term flexibility options such as sabbaticals, reduced hours, retain your rating, etc are also available.			