



Compensation Statement - Effective 06/04/2023

Delivering competitive compensation and rewards is one of the many ways we advance our mission of delivering a distinctly Deloitte experience that empowers you to thrive mentally, physically, and financially - and live your purpose.

This statement provides an overview of your **total compensation for Fiscal Year 2024**, including any salary changes, bonus and other awards you may have received during the fiscal period ending 6/03/2023 and your new Base Salary as of 6/04/2023.

Personal Summary

Name	CHAVEZ VELOZ GABRIELA
Business	Consulting
FY24 Job Title	Specialist Snr
Portafolio	CORE BUSINESS OPERATIONS (CBO)
Comp. Communicator	Leonardo Leiva Liñan

FY24 (starts 06/04/23)

Concept	Previous Compensation mxn		New Compensation mxn		Comments
	Monthly (on a biweekly basis)	Annual	Monthly (on a biweekly basis)	Annual	
Base Salary	\$41,664	\$505,521	\$43,098	\$522,924	3.4% Food coupons. Capped to 3,154 monthly, these are paid in the last payroll process of the month, according to payroll calendar. Saving fund. You will save the same amount in each biweekly payment and guidelines will be detailed, It's also capped 1,162. Retention bonus. Applicable for Dextra's legacy team only, eligible professionals must be active when payable.
Food Coupons (8%)	\$2,111	\$25,332	\$3,154	\$37,844	
Saving Funds (8%)		\$17,512		\$30,209	
Christmas Bonus		\$20,832		\$21,549	
Vacation Premium (35%)		\$9,722		\$11,062	
Retention Bonus		\$8,650		\$17,562	
Total guaranteed Compensation	\$43,775	\$587,568	\$46,252	\$641,150	
Total Pack Incr %				9.1%	

The Annual Incentive Program, or AIP, is our awards program and provides a variable and discretionary payout based on FY23 performance of our business and the firm, and individual performance, along with incentive for strong performance going forward.

Annual Incentive Program (AIP) Awarded

\$6,588

\$51,563

Total Annual Compensation	\$43,775	\$594,156	\$46,252	\$692,713	16.6%
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In addition to Base Salary and AIP, Deloitte's Total Rewards package includes other nonfinancial benefits.

Compensation Statement Journey

