

Compensation Statement - Effective 6/01/2023

Deloitte cares about you. That's why we deliver competitive compensation and rewards - so you can thrive financially. This statement provides an overview of your **total compensation for Fiscal Year ("FY") 2023** (the period from 6/01/2022 to 5/31/2023), including any salary changes, variable bonus and additional awards you may have received during the fiscal period ending 5/31/2023 **and** your new salary as of 6/01/2023.

Personal Summary

Name	Jit Chanda
Business	CONSULTING
Job Title	XIN-DC Analyst
Office	Bengaluru

Salary Summary		Variable Bonus		Additional Awards Received	
Current Salary 5/31/2023	INR 908,928	2023 Target Variable Bonus Range:	0% - 10%	Reward Excellence Received 6/01/2022 to 5/31/2023: ⁽⁴⁾	INR 15,000
Salary Change / %: ⁽¹⁾	INR 72,024 / 7.9%	2023 Variable Bonus processed through India Payroll/ %: ⁽²⁾	INR 104,527 / 11.5%	Total Additional Awards:	INR 15,000
New Salary at beginning of FY24 6/01/2023:	INR 980,952	2024 Target Variable Bonus Range:	0 - 10%		
Your new salary effective June 1, 2023 is INR 980,952, a change of INR 72,024 / 7.9% since June 2022.		2024 Potential Target Variable Bonus: ⁽³⁾	INR 0 - INR 98,095		

Your total compensation including your Previous Salary, Variable Bonus plus Additional Awards and Bonuses (if applicable) received in FY23, was INR 1,028,455*.

Compensation Statement - Notations & General Definitions

The notations and general definitions, if applicable, below link to the detail in your compensation statement.

Salary Summary Detail	Variable Bonus	Additional Awards Received
1) The Total salary change includes all adjustments made to the salary. The salary change amount and percent calculation includes car lease rental, if any.	2) Variable Bonus percentage is calculated on the prorated Salary & Annual Car Lease Rental. 3) Potential Target Variable Bonus represents minimum and maximum amount of the Target variable bonus range (includes Car Lease Rental, if any for calculation).	4) Reward Excellence Awards include Spot, Applause and Outstanding Performance Awards received beginning 6/01/2022 through 5/31/2023 and Vantage points received beginning 10/1/2022 through 5/31/2023, and excludes any tax gross-up made.

General Definitions:

Salary : considers relevant skills, level, historical and current performance and should align closely to similar peers

Salary Change: merit, promotion increases and market adjustments, if any

Variable Bonus/AIP Awarded: variable discretionary component for eligible job levels that reflects Firm/Business financial and individual fiscal year performance and incents future strong performance

Reward Excellence Last Fiscal Year: Spot, Applause, Outstanding Performance Awards, and Vantage points received in last fiscal year

Additional Awards Received: generally populated when special payments are issued

Total Compensation*: salary prior to 2023 annual cycle + Variable Bonus + additional awards (Excludes car lease rental and AIP processed through US payroll for ST/MT and LT assignments, if any)

New Salary* : does not include Car Lease Rental, if any

Your [performance dashboard](#) includes any applicable performance indicators (i.e., your impact made this year, including snapshot summaries, metrics, and compliance) that may impact your overall compensation.

Variable Bonus payout is subject to professionals being active on the payroll as on the disbursement date (5/26/2023).

In addition to Base Salary and Variable Bonus, Deloitte's Total Rewards package includes a number of other financial and non-financial benefits. Please be sure to go to your [Benefits](#) card on Talent on Demand to review the key components of your Total Rewards.

Amounts represented above are at 100% work schedule and actual salary may vary depending on the current work Schedule of the employee.

For questions about this statement, please contact the Call Center using the "Have a question" link on the [Talent on Demand](#) portal.