



## Compensation Statement - Effective 6/4/2023

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 5/29/2022 to 6/3/2023), including any Base Pay changes, incentives provided through the Annual Incentive Program (AIP) and additional awards you received during the FY ending 6/3/2023 **and** your new Base Pay as of 6/4/2023.

### Personal Summary

Name	Naresh Goud Bombothula
Business	CONSULTING
Talent Model	US Delivery Center Model
Office	Orlando
Job Title	DC Solution Analyst
Compensation Communicator	Tom Kuffa

### Base Pay Summary

Current Base Pay 6/3/2023:	\$91,000
Base Pay Change \$ / %: <sup>(1)</sup>	\$5,700 / 6.3%
New Base Pay at beginning of FY24 6/4/2023:	\$96,700
Your new Base Pay effective 6/4/2023 is \$96,700, a change of \$5,700 / 6.3%.	

### Additional Awards Received

Reward Excellence received 5/29/2022 to 6/3/2023: <sup>(2)</sup>	\$2,500
Total Additional Awards received:	\$2,500

Your total compensation including the Additional Awards received in FY23, plus your new Base Pay beginning FY24 is \$99,200\*.

## Compensation Statement - Notations & General Definitions

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

Base Pay Summary Detail	Additional Awards Received
1) The change in base pay is calculated based on a full-time equivalent base pay @ 100%.	2) Reward Excellence includes Applause and Outstanding Performance Awards received beginning 5/29/2022 through 6/3/2023 and excludes any tax gross-up made.

### General Compensation Definitions:

- Your Total Compensation\*:** inclusive of new FTE base pay increases, AIP (if applicable), awards and bonuses awarded in current fiscal year
- Base Pay:** considers relevant skills, credentials, experience, level, historical and current performance
- Merit:** merit increase, if any, is determined by your current base pay, your level and your performance
- Bonus/AIP Awarded:** variable discretionary component for eligible job levels that reflects individual and Firm/Business fiscal year performance
- Reward Excellence last fiscal year:** outstanding performance and/or applause awards (Vantage points) received
- Additional Awards Received:** generally populated when special payments are issued

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.

In addition to base pay and AIP, Deloitte's Rewards, Recognition, and Well-being package includes a range of other benefits related to retirement, health care, and well-being. Visit [Talent on Demand](#) to review the key components of your [total rewards summary](#) available from the Compensation card.

For questions about this statement, contact the Deloitte Contact Center at 1 800 DELOITTE (+ 1 800 335 6488) for assistance. Benefit Analysts are available Monday through Friday from 8 a.m. – 8 p.m. ET. You may also submit a non-urgent request using the "Have a question" link on [Talent on Demand](#).