



Date: August 02, 2019
To: Paul Krivacka, 501746
From: U.S. ELE Separations
Subject: Separation Memorandum

The purpose of this memorandum is to confirm our discussion concerning your separation from Deloitte Services LP (the "Employer"). As we discussed, the terms of your separation are as follows:

1. As a result of the end of your internship, your last day of employment and your last day in office providing services to the Employer shall be August 09, 2019. You should continue to file your time and expense reports in accordance with administrative practices through that date.
2. You will be paid through your last day of employment in accordance with administrative and payroll practices.
3. You are responsible for making arrangements to repay any monies you may owe the Employer. This obligation may arise for several reasons, including, but not limited to: your use of PTO in excess of amounts accrued, your reimbursement by the Employer for unauthorized expenses, an advance by the Employer that has not been fully repaid, or your repayment obligation relating to a signing bonus, retention or other bonus, relocation assistance, or tuition or other educational assistance.
4. Nothing in this Separation Memorandum shall be construed to entitle you to any salary, benefit, PTO or severance pay beyond that provided in this Separation Memorandum.
5. You have agreed to cooperate with the Employer as requested, in all matters relating to the completion of pending work on the Employer's behalf and the orderly transfer of work to the Employer's partners and/or principals, as the case may be, or other employees. You will endeavor to complete and transfer your work no later than August 09, 2019.
6. For employment verifications, the person or organization seeking to verify your employment should access EmpInfo at www.EmpInfo.com. The verifier will need your Social Security Number and your Deloitte Entity. EmpInfo will verify the following information about you: Name, Job title and Employment Dates.

Your current salary and salary history may only be verified with your permission. To grant permission for income verifications you must generate an Authorization Code. This can be done by calling EmpInfo at 1-888-800-8190. This authorization code is valid for 90 days and can only be used once.

7. Except as provided herein, you understand that you are not prohibited from accepting employment with a client (or an affiliate of such client) of the Employer or any affiliated or related entity ("Deloitte Entity").

However, because of, among other things, the importance of the Deloitte Entities remaining in compliance with applicable independence rules, you have an obligation during your employment and for five years thereafter to notify Independence & Conflicts Network ("ICN") of Deloitte LLP (compliancehelpdesk@deloitte.com) before accepting an employment opportunity with any attest client or an affiliate of such client (collectively, "Attest Client"). If you need assistance in determining if an entity is an Attest Client, you should contact ICN. Note, if you provided services to the Attest Client while employed by a Deloitte Entity, ICN may review your future employment with the engagement team of the Attest Client to ensure compliance with Securities and Exchange Commission Rule 2-01 of Regulation S-X as it relates to the "cooling-off period."

8. You are reminded that by virtue of your employment, you acquired, were exposed to, had access to and made use of confidential and proprietary information of the Employer and/or its affiliates or related entities. In recognition of the above, and as a condition of your employment, you entered into an agreement with the Employer to protect assets and information belonging to the Employer, its affiliates or related entities, which includes several post-employment obligations to the Employer, its affiliates and related entities. These obligations are set forth in your employment application and, if applicable, your manager, senior manager, director or other agreement. These continuing obligations include, without limitation, obligations relating to confidentiality, ownership of creations, non-solicitation of personnel and, in the case of managers, senior managers, directors, and others in equivalent management-level positions, non-solicitation of clients.

To acknowledge your review and receipt of this Separation Memorandum, click on the acknowledgment button which pertains to this Memorandum in your Employee Acknowledgments Portal.