

Compensation Statement - June 1, 2021

The information below represents your Base Salary beginning June 1, 2021, Variable Bonus or Bonus, if applicable.

Personal Information

Name	Paplesh Kumar Gour
Job Title	CONSULTANT

Your Total Cash Summary

Total Salary as of 5/31/2021 ⁽¹⁾	INR 892,512
Previous Target Variable Bonus Range	0% - 10%
Bonus Awarded / %	INR 119,768 / 155 %
Other Payments/Awards ⁽³⁾	INR 20,000
Previous Total Cash Compensation	INR 1,012,280
Change in Total Salary / %	INR 380,328 / 42.6%
Total Salary as of 6/01/2021 ⁽²⁾	INR 1,272,840
New Target Variable Bonus Range	0% - 10%
Potential Total Cash Compensation (at max of the variable bonus range)	INR 1,400,124

Variable Bonus payout is subject to professionals being active on the payroll as on the disbursement date (6/30/2021).

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.

⁽¹⁾Total salary as of May 31, 2021 is reflective of adjustments, if any, since September 1, 2020.

⁽²⁾The Previous salary and New total salary includes any stay bonus amount as per terms communicated earlier.

⁽³⁾Other Payments/Awards includes Midyear Special Award paid along with December payroll and excludes One-time productivity, COVID care expense reimbursement and any awards or bonuses received beginning June 1, 2020 through May 31, 2021.