

Compensation Statement - Effective 6/01/2022

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 ("FY") 2022** (the period from 6/01/2021 to 5/31/2022), including any salary changes, bonus and other awards you may have received during the fiscal period ending 5/31/2022 **and** your new salary as of 6/01/2022.

Personal Summary

Name	Paplesh Kumar Gour
Business	CONSULTING
Job Title	Consultant
Office	Gurgaon
Compensation Communicator	Sawant, Vivekanand

Salary Summary

Salary beginning of FY22 6/01/2021:	INR 1,272,840
Total Salary Change in FY22 6/01/2021 - 5/31/2022: ⁽¹⁾	INR 152,748 / 12.0%
Current Salary 5/31/2022:	INR 1,425,588
Salary Change / %: ⁽¹⁾	INR 242,352 / 17.0%
New Salary at beginning of FY23 6/01/2022:	INR 1,667,940
Your new salary effective June 1, 2022 is INR 1,667,940, a change of INR 395,100 / 31.0% since June 1, 2021.	

Variable Bonus

2022 Target Variable Bonus Range:	0% - 10%
2022 Total Variable Bonus Awarded/%:⁽²⁾	INR 270,862 / 19%
2023 Target Variable Bonus Range:	0% - 10%
2023 Potential Target Variable Bonus: ⁽³⁾	INR 0 - INR 166,794

Additional Awards Received

Reward Excellence received 6/01/2021 to 5/31/2022: ⁽⁴⁾	INR 10,000
Total Additional Awards:	INR 10,000

Your total compensation including your Previous Salary, Variable Bonus plus Additional Awards and Bonuses (if applicable) received in FY22, was INR 1,706,450*.

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 June 1, 2021 through May 31, 2022, and exclude 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 and/or outstanding performance awards received in last fiscal year

Additional Awards Received: generally populated when special payments are issued

Total Compensation*: salary prior to 2022 annual cycle + Variable Bonus + additional awards (Excludes car lease rental, if any)

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

Your [performance dashboard](#) includes any applicable performance indicators (e.g., scatterplots, utilization, sales/managed revenue, impact indicators) that may impact your overall compensation.

Variable Bonus payout is subject to professionals being active on the payroll as on the disbursement date (5/27/2022).

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.