

**CONFIDENTIAL**

May 1, 2021

Full Name: Paplesh Gour

GE ID: 578409

Dear Paplesh,

We acknowledge and thank you for your professional contributions that have reflected in the performance of Deloitte Consulting India Pvt. Ltd

In view of your contributions, the firm is pleased to award you a one-time Retention Bonus of **INR 300000/-** payable to you in **May 2021**. The same amount will be added to your current base salary with effect from June 1, 2021. FY21 Variable pay will be calculated on the current base salary.

The payout of the bonus will be subject to the following conditions:

- You must be an active and fulltime employee of Deloitte Consulting India Pvt. Ltd. at the time of payout
- All payouts are subject to applicable Income Tax deductions
- You will have an obligation to repay the above-mentioned total amount (300000/-) as a part of your Full & Final Settlement with the firm in the event of:
  1. your separation from the company before May 31, 2022,
  2. you not meeting performance expectations (Below evaluation)
  3. initiation of any disciplinary action against you
  4. any violation of confidentiality or willful dissemination of compensation payout or related information by you

All other terms and conditions of your employment with the company remain unchanged.

We wish you a long and successful career with us.

**For Deloitte Consulting India Pvt. Ltd.**



**Nandu Giriyapur**

Director | Enterprise Performance

U.S. India Consulting

Please sign this letter as a token of your acceptance and return for our records.

I understand and accept the above terms & conditions. I agree to keep this information confidential.

Signature & Name: Paplesh Gour (Paplesh Gour)

Date: 03-May-2021