



August 26, 2020

Himanshu Bansal  
558598

Dear Himanshu,

USI Risk and Financial Advisory leadership appreciates your continued commitment to our clients and our practice. Our ability to deliver quality services and products, effectively and efficiently, is significantly enabled through your hard work, commitment, and service excellence.

We acknowledge and thank you for all your efforts. In appreciation of your contributions and in support of our investment in you, we are pleased to announce a **One-time bonus payout** of INR **100000/-**, that will be paid out to you along with your **September 2020** salary.

The payout of the said amount will be subject to the following conditions:

- The bonus will be paid out after deduction of applicable income tax and will be payable subject to meeting performance expectations and being on the rolls of Deloitte & Touché Assurance and Enterprise Risk Services India Pvt. Ltd as on **09/30/2020**.
- In the event of you leaving the company before **09/30/2021**, the above mentioned amount will be recovered in full from your Full & Final Settlement.

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

We look forward to your sustained strong contributions and your support in developing our talent and practice.

Do please remember that the details of your compensation are confidential, and we would expect that you do not share or discuss this with anyone other than your Talent Business Advisor - Abhijith Kr

**Talent - USI Risk and Financial Advisory**  
**Deloitte AERS India Pvt Ltd**