

CONFIDENTIAL

March 1, 2021

Full Name: Ishaan Motwani
GE ID: 376260

Dear **Ishaan**,

We acknowledge and thank you for your professional contributions that have reflected in the performance of U.S India Consulting.

In view of your contributions, the firm is pleased to award you a one-time Retention Bonus of **INR 182000/-** payable to you in **March 2021**.

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 (182000/-) as a part of your Full & Final Settlement with the firm in the event of:
 1. Your separation from the company before **March 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.



Vidhya Visweswarababu
Director | Customer & Marketing
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:  Ishaan Motwani

Date: 15-Mar-2021