

Compensation Statement - September 01, 2019

The information below represents your Job Title and Total Cash Compensation beginning September 01, 2019.

Personal Information

Name	Ishaan Motwani
Job Title	Manager

Your Total Cash Summary

Previous Total Salary	INR 1,775,712
Previous Target Variable Bonus Range	0% - 10%
Total Bonus Awarded 8/31/2019 / %	INR 284,120 / 160 %
Bonus processed through India Payroll ⁽³⁾	INR 203,710
Bonus processed through US Payroll ⁽³⁾	USD 1,137 ⁽⁴⁾
Previous Total Cash Compensation	INR 2,059,832
Increase in Total Salary / % ⁽¹⁾	INR 642,816 / 36.2%
New Total Salary	INR 2,418,528
New Target Variable Bonus Range	0% - 15%
Potential Total Cash Compensation (at max of the variable bonus range) ⁽²⁾	INR 2,781,307
Medical Insurance Premium	INR 33,957

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 TalentOnDemand to review the key components of your Total Rewards.

For questions about this statement, please contact the Call Center using the "Have a question" link on the [TalentOnDemand](#) portal.

⁽¹⁾The percentage increase and the Variable Bonus percent payment is calculated on the combined base of Total Salary & Annual Car Lease Rental (if any) and all the amounts are at 100% work schedule.

⁽²⁾The Potential Total Cash Compensation (at max of the variable bonus range) does not include Car Lease Rental.

⁽³⁾Bonus for all professionals who have travelled to the US & Canada on Short/Medium Term assignments in the previous fiscal year is split based on the duration spent on India/US payroll and processed through the US & USI office payroll respectively.

⁽⁴⁾Exchange rate used for conversion of INR to USD = 70.72135