

## 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.

### Salary Summary

<b>Current Salary 5/31/2022:</b>	<b>INR 1,050,000</b>
Salary Change / %: <sup>(1)</sup>	INR 52,500 / 5.0%
<b>New Salary at beginning of FY23 6/01/2022:</b>	<b>INR 1,102,500</b>
Your new salary effective June 1, 2022 is INR 1,102,500, a change of INR 52,500 / 5.0% since June 1, 2021.	

### Personal Summary

<b>Name</b>	<b>Manukonda Saikumar</b>
<b>Business</b>	<b>RISK AND FINANCIAL ADVISORY</b>
<b>Job Title</b>	<b>Advisory Associate Solution Advisor</b>
<b>Office</b>	<b>Hyderabad</b>
<b>Compensation Communicator</b>	<b>Singh, Kamaljeet</b>

### Variable Bonus

2022 Target Variable Bonus Range:	0% - 10%
<b>2022 Total Variable Bonus Awarded/ %:<sup>(2)</sup></b>	<b>INR 69,444 / 17%</b>
2023 Target Variable Bonus Range:	0% - 10%
2023 Potential Target Variable Bonus: <sup>(3)</sup>	INR 0 - INR 110,250

**Your total compensation including your Previous Salary, Variable Bonus plus Additional Awards and Bonuses (if applicable) received in FY22, was INR 1,119,444\*.**

## Compensation Statement - Notations & General Definitions

The notations and general definitions, if applicable, below link to the detail in your compensation statement.

### Salary Summary Detail

- 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.

### Variable Bonus

- 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)

### 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.