



Deloitte Touche Tohmatsu India LLP

One International Center,
Tower 3, 24th - 32nd Floor,
Senapati Bapat Marg, Elphinstone Road (West),
Mumbai 400013
Tel No. +91 (22) 6185 4000

Confidential

Date: 30-June-2022
Emp ID: 45725
Name: Nikita Deepak Poyrekar
Business: Consulting
Practice: DCM: Advertising, Marketing & Comm
Location: Mumbai

Sub: Compensation effective from 1 June 2022

Dear Nikita Deepak Poyrekar,

We acknowledge and thank you for all your efforts that have reflected in the performance of the organisation for FY 21-22.

We are committed to providing “Total Rewards”, a comprehensive compensation package that is competitive amongst leading organisations, closely linked to rewarding individual performance while being internally equitable and in consideration of the economic outlook for FY 22-23. We have considered your performance in FY 21-22 and results of compensation benchmarking exercise conducted across similar businesses, in arriving at your compensation.

Effective 1 June 2022 your revised annual fixed pay would be **INR. 1110000** as **Consultant**. Please find below the break-up of the same:

Compensation Category – Fixed Pay	Monthly (in INR)	Annual (in INR)
Basic Pay	46250	555000
House Rent Allowance	18500	222000
Education Allowance	200	2400
Personal Allowance	13896	166750
Leave Travel Allowance	3854	46250
Lunch Allowance	2000	24000
Food Coupon	-	-
Work From Home Allowance	1250	15000
Vehicle Reimbursement	-	-
Reimbursement of Telephone Expenses	1000	12000
Organisation's contribution to NPS	-	-
Organisation's contribution to PF	5550	66600
Annual Fixed Pay	92500	1110000

Compensation Category – Other Benefits	Annual (in INR)
Gratuity (#)	26696
Organisation's contribution to your well-being (*)	28805

(#) This is an indicative annual amount based on the computation for FY 22-23. The actual amount of gratuity shall be determined and become payable as per the applicable law.

(*) This entitlement is an estimated amount and derived on assumptions as per the terms and conditions specified in the Annexure.

Further, we have considered your performance in FY 21-22 and based on your performance review, you will be eligible for an incentive (Performance Incentive) as per the table below, subject to the terms and conditions mentioned hereunder.

Compensation Category – Performance Incentive for FY 21-22(**)	Annual (in INR)
Performance Incentive	83000

(**) Performance Incentive would be paid out along with the salary of September 2022 subject to you being on the payroll of the organisation and not serving notice period at the close of the working hours on 30 September 2022 or on the date of disbursement, whichever is later. Performance incentive is discretionary and based on your individual performance, business performance and the organisation's performance.

Performance Incentive for FY 22-23 will be discretionary and based on your individual performance, business performance and organisation's performance.

You may review flexi-pay components applicable to you and make adjustments as you prefer on TalentHub.

The compensation, benefits and terms mentioned in this Letter are subject to change based on the change in policies (including the Remuneration and Benefits Policy) of the organisation and any changes in the employment laws from time to time. The policies are available for viewing on TalentHub.

We look forward to your contribution and commitment. We are confident that you will add value as part of the organisation.

Your compensation package and Performance Incentive are strictly confidential and in case of any clarification, you are encouraged to discuss it only with your Business Leader or designated Talent team member.

Yours sincerely,



Romal Shetty

President – Consulting

Annexure

The Organisation's contribution to your well-being

In addition to the annual Fixed Pay, you will be eligible for the following:

- You are covered under our **Medical Insurance Policy** (eligible for self, spouse and 3 dependent children) up to INR 18,00,000/- (for non-COVID) and INR. 25,00,000/- for COVID related hospitalization per annum. The organisation shall bear the amount of the premium.
- You have the option of availing medical insurance for your parents and parents-in-law at the rates negotiated by the organisation, to cover your parents and parents-in-law under the **Parents' Mediclaim Policy** up to INR 10,00,000/- per annum. You should bear the premium for the Parents' Mediclaim Policy. Please note that you will be required to bear 15-20% on any claims under the Parents' Mediclaim Policy subject to the scheme selection.
- Personal Accident coverage for self, as per Policy. The organisation shall bear the amount of the premium.
- Life Insurance coverage for self, as per Policy. The organisation shall bear the amount of the premium.
- **National Pension System (NPS) Scheme** is a long-term retirement savings scheme, which builds up pension wealth through effective investments over the term of your continuation in the scheme. This is a voluntary scheme with a single opt in window every year. Practitioners can opt to enrol basis the eligibility criteria given in the organisation's policy.
- **Employee Wellbeing Program** offers 24X7 counselling services for you and your immediate family. You can take the assistance of expert counsellors on issues ranging from personal relationships to family and employment matters, through telephonic conversation, email or face-to-face meetings.
- **FitCheck**, annual health check-up program that propagates preventive health care through tests specifically designed for different age groups.
- Women professionals will be entitled to maternity leave as per the Maternity Benefit Act, 2017. Women staff and practitioners may claim an ex-gratia maternity support allowance of INR 20,000/- to cover for expenses that relate to greater health care and other essentials including but not limited to travel, in the last month preceding their maternity leave, subject to the policy of the organisation.
- The **day care program** offers women professionals tie up with a day care service provider for their children. Where a woman professional voluntarily chooses not to avail organisation provided day care facility, she can request a discretionary monetary support called "Discretionary Day-Care Support" ("DDS") or nanny reimbursement. Discretionary Day-Care Support or nanny reimbursement amount shall be up to INR 7500/- per child per month and shall be subject to the Day Care Policy of the organisation.

Note: - The organisation may, at any time and in its sole and absolute discretion, amend, suspend and modify any of the terms and conditions of its benefit programme guidelines. All benefits and eligibility criteria for requesting any benefit as mentioned above shall also be subject to the policies of the organisation, which may vary from time to time. Please read the policies available on TalentHub. The value of the benefits you may receive under this programme cannot be exchanged for cash or any other service or facility.