



Deloitte Touche Tohmatsu India LLP
One International Center,
Tower 3, 27th - 32nd floor,
Senapati Bapat Marg,
Elphinstone Road (West),
Mumbai 400013, Maharashtra, India
Tel: +91 22 61854000
Fax: +91 22 61854101

Confidential

Date: **1 June, 2023**
Employee ID: **45725**
Name: **Nikita Deepak Poyrekar**
Business: **Consulting**
Practice: **DCM: Advertising, Marketing & Comm**
Location: **Mumbai**

Sub: Compensation effective from 1 June 2023

Dear Nikita Poyrekar,

Congratulations on your promotion as **Senior Consultant** effective 1 June 2023.

We acknowledge and thank you for all your efforts that have reflected in the performance of the organization for FY 22-23.

We are committed to providing "Total Rewards", a comprehensive compensation package that is competitive amongst leading organizations, closely linked to rewarding individual performance while being internally equitable and in consideration of the economic outlook for FY 23-24. We have considered your performance in FY 22-23, parity within your peer group and results of compensation benchmarking exercise conducted across similar businesses, in arriving at your compensation.

Effective 1 June 2023 your revised annual fixed pay would be **1,342,000/-** as **Senior Consultant**. Please find below the break-up of the same:

Compensation Category – Fixed Pay	Monthly (in INR)	Annual (in INR)
Basic Pay	55,917	671,000
House Rent Allowance	22,367	268,400
Education Allowance	200	2,400
Mobile Reimbursement	1,000	12,000
Personal Allowance	17,729	212,763
Lunch Allowance	2,000	24,000
Leave Travel Allowance	4,660	55,917
Work From Home Allowance	1,250	15,000
Organization's contribution to PF	6,710	80,520
Annual Fixed Pay	111,833	1,342,000

Compensation Category – Other Benefits	Annual (in INR)
Gratuity (#)	32,275
Organization's contribution to your well-being (*)	34,825

(#) 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 as per the terms and conditions specified in the Annexure.

Further, we have considered your performance in FY 22-23 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 22-23(**)	Annual (in INR)
Performance Incentive	115,000

(**) Performance Incentive would be paid out along with the salary of September 2023 subject to you being on the payroll of the organization and not serving notice period at the close of the working hours on 30 September 2023 or on the date of disbursement, whichever is later. Performance Incentive is discretionary and based on your individual performance, business performance and the organization's performance.

Performance Incentive for FY 23-24 will be discretionary and based on your individual performance, business performance and organization's performance.

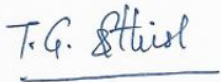
You may review flexi-pay components applicable to you and make adjustments as you prefer on TalentHub.

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 organization 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 organization.

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,



Sathish Gopalaiah
President - Consulting

Annexure

The Organization'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 organization 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 organization, to cover your parents and parents-in-law under the **Parent's Medclaim Policy** up to INR 10,00,000/- per annum. You should bear the premium for the Parent's Medclaim Policy. Please note that you will be required to bear 15-20% on any claims under the Parent's Medclaim Policy subject to the scheme selection.
- **Personal Accident coverage** for self, as per Policy. The organization shall bear the amount of the premium.
- **Life Insurance coverage** for self, as per Policy. The organization 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 organization'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 organization.
- 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 organization 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 organization.

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