

Compensation Statement - September 01, 2019

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

Personal Information

Name	Sushmita Biswal
Job Title	Senior Analyst

Your Total Cash Summary

Previous Total Salary	INR 1,146,348
Previous Target Variable Bonus Range	0% - 10%
Actual Variable Bonus Payout Range	0% - 160%
Bonus Awarded 8/31/2019 / %	INR 120,367 / 105 %
Previous Total Cash Compensation	INR 1,266,715
Increase in Total Salary / % ⁽¹⁾	INR 91,716 / 8.0%
New Total Salary	INR 1,238,064
New Target Variable Bonus Range	0% - 10%
Potential Total Cash Compensation (at max of the variable bonus range) ⁽²⁾	INR 1,361,870
Medical Insurance Premium	INR 20,854

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.