



Deloitte Support Services India Private Limited

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December 07, 2016

Ms. Sushmita Biswal
B5 Biswal House, Ali Extn, Sarita vihar,
Delhi - 110076

Subject: Offer of Employment

Dear Sushmita:

On behalf of Deloitte Support Services India Private Limited (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Senior Analyst – Market Development*** based in **Hyderabad**. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **January 23, 2017**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.8,90,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **January 23, 2017**, or an

* As you are aware, the business operations of Deloitte Support Services India Private Limited ("Employer") are closely aligned with the professional services provided by Deloitte Services LP. In accordance with the level mapping with the U.S., your position with the Employer as **Senior Analyst** is closely aligned with the position of **Career Level 3** of Deloitte Services LP. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer.