

July 19, 2022



Neha Deshpande  
Mechanical Engineer - Delivery  
Pune, India

**Letter of Offer**

Dear Neha,

We are pleased to offer you employment with Schlumberger India Technology Centre Pvt Ltd on Home Country Resident status as Mechanical Engineer - Delivery, effective August 31, 2022 or on successfully passing your pre-employment medical and background verification. Located in Pune, you will report directly to [REDACTED]

**Performance Incentive**

While you are assigned in this position, you will be eligible to participate in a Performance Incentive Plan (PIP). PIP is an annual bonus plan through which you may earn 0-10% of basic salary & special allowance by achieving the Key Performance Objectives (KPOs). These KPOs are based on the four key focus areas of Growth, Return, Integrity and Engagement. Schlumberger's performance management calendar runs from January to December. Mid-year joiners may be paid PIP on a pro rata basis as appropriate. If you join in a period from October to December (Quarter 4) you will not be eligible for PIP for that year. To be eligible to receive an incentive payment, you must be actively employed by SLB on December 31st of the eligibility year. Your participation and level of award are at the Company's discretion.

**Taxation**

Tax will be deducted as per the Tax regulation in India. All Cash Components, Relocation and Reimbursable benefits mentioned below will be subject to Income Tax as applicable under the prevailing Income Tax Act and rules. For any further information on tax rules for, kindly contact your HR department.

**Relocation Benefits**

**Travel Entitlement**

The employee, spouse and dependent children are entitled to transportation assistant via the most direct route to the receiving location. The Company will pay or reimburse for transportation as specified:

- Air travel: Economy Class (excursion rate)
  - Rail travel: First Class and, when applicable, a "single" berth.
- \* The company will pay for individual seats for infants in flights for over 5 hours.