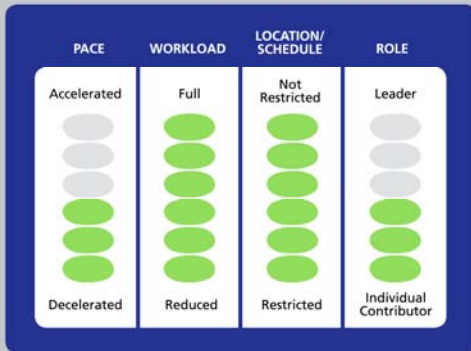


MASS CAREER CUSTOMIZATION



Deloitte.

THE FOUR DIMENSIONS OF MCC

Pace
Options relating to the rate of career progression

Workload
Choices relating to the quantity of work output

Location/Schedule
Options for when and where work is performed

Role
Choices in position and responsibilities