



Private & Confidential

Date: January 23, 2019

Name : Tarang Varshney
Employee ID : 87946_FS

Dear Tarang,

Congratulations on your promotion to **B1 – Associate Consultant** effective **January 1, 2019**.

This promotion is an acknowledgement of your exemplary performance in your current role, and your demonstrated potential to take up higher responsibilities. The performance bar will be raised in your new role and would require you to perform at even higher levels. We are confident of your ability to do so.

In recognition of the above, your salary (Total Cost to Company - CTC) has been revised to **INR 410000** per annum. Please go through Annexure 1 for a detailed break-up of your total compensation.

All other terms and conditions of your employment remain unchanged.

We thank you for your contribution, and are confident that you will continue to put forth your best towards the success of Capgemini & the FS SBU.

Wish you a successful and a rewarding career with Capgemini!

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

Your compensation details are strictly personal and confidential and should not be disclosed to others



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Annexure 1 (All figures in INR)

Name : Tarang Varshney
Employee ID : 87946_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	140975
House Rent Allowance	70488
Other Allowance & Reimbursements	125400
Personal Allowance	6932
Company's Contribution to PF	16917
Gratuity Accruals	6781
Statutory Bonus	35292
Total Fixed Compensation	402785
Total Cash Compensation	402785
Medical, Life & Accident Insurance	7215
Total Cost to Company (CTC)	410000

Note:

- Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0.
- Medical, Life & Accident Insurance will be applicable as per the company policies. Please refer Group Personal Accident Policy, Hospitalization Insurance Policy and Life Insurance Policy on KM3.0. Insurance cost is subject to change as per Policy renewals, which normally happens in the month of January every year.

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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