

**Private & Confidential**

**Date:** 27 January, 2017

**Name** : Anmol  
**Employee ID** : 75267\_FS  
**Designation** : Software Engineer  
**Grade** : A4

Dear Anmol,

As per the communication dated January 19, 2017 the performance bonus for Grade A employees has been merged with the fixed pay effective January 1, 2017. In line with this, your revised salary (Total Cost to Company - CTC) is **INR 326111** per annum. This will include a total fixed compensation (TFC) of **INR 233783** per annum. Please refer Column A in Annexure 1 for the detailed break-up. This break-up will be applicable till March 31, 2017 (current financial year).

Effective April 1, 2017 (new financial year), the salary will be restructured as per the revised OAAR limits. Please refer Column B in Annexure 1 for the detailed break-up. This change does not have any impact on your Total Cost to Company CTC.

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, People Care Head – India**  
**Financial Services SBU**

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**Annexure**  
**(All figures in INR)**

**Name** : Anmol Raj  
**Employee ID** : 75267\_FS

<b>Compensation Structure Per Annum</b>		
<b>Fixed Salary</b>	<b>Column A Salary Break-up effective till March 31, 2017</b>	<b>Column B Salary Break-up effective from April 1, 2017 onwards</b>
Basic Salary	81824	81824
House Rent Allowance	40912	40912
Conveyance Allowance	19200	19200
Other Allowance & Reimbursements	55786	55786
Personal Allowance	0	0
Company's Contribution to PF	9819	9819
Gratuity Accruals	3934	3934
Statutory Bonus	22308	22308
<b>Total Fixed Compensation</b>	<b>233783</b>	<b>233783</b>
Special Incentive	75000	75000
<b>Total Cash Compensation</b>	<b>308783</b>	<b>308783</b>
<b>Medical, Life &amp; Accident Insurance</b>	<b>6877</b>	<b>6877</b>
<b>Company's Contribution to ESI</b>	<b>10451</b>	<b>10451</b>
<b>Total Cost to Company (CTC)</b>	<b>326111</b>	<b>326111</b>

**Note:**

1. Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0
2. Contribution to ESI is as per the Employees' State Insurance Act, 1948.
3. 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
4. Special Incentive is governed by the terms and conditions mentioned in your Employment Offer Letter.
5. Insurance cost is subject to change as per Policy renewals, which normally happens in the month of January every year
6. Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable



**Ekta Singh**  
**Vice President, People Care Head – India**  
**Financial Services SBU**

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