

**Private & Confidential**

**Date:** July 26, 2017

**Name** : Seema Thaksen Mane  
**Employee ID** : 69002\_FS

Dear Seema,

Congratulations on your promotion to **A5 - Senior Software Engineer** effective **April 1, 2017**.

In recognition of the above, your salary (Total Cost to Company - CTC) has been revised to **INR 340000** per annum. This will include a total fixed compensation (TFC) of **INR 333123** per annum. Please go through the Annexure 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, People Care Head – India**  
**Financial Services SBU**

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**Annexure (All figures in INR)**

**Name** : Seema Thaksen Mane  
**Employee ID** : 69002\_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	116593
House Rent Allowance	58297
Conveyance Allowance	19200
Other Allowance & Reimbursements	96636
Personal Allowance	0
Company's Contribution to PF	13991
Gratuity Accruals	5606
Statutory Bonus	22800
<b>Total Fixed Compensation</b>	<b>333123</b>
<b>Total Cash Compensation</b>	<b>333123</b>
<b>Medical, Life &amp; Accident Insurance</b>	<b>6877</b>
<b>Total Cost to Company (CTC)</b>	<b>340000</b>

**Note:**

1. Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0
2. 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.
3. Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable



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**Vice President, People Care Head – India**  
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