



Capgemini Technology Services India Limited
No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III,
MIDC - SEZ, Village Man, Taluka Mulshi,
Pune- 411 057, Maharashtra, India
Tel: +91.20.6699 1000 | Fax: +91.20.6699 5050
www.in.capgemini.com

April 27, 2018

Name: Manshad, Syed
Emp ID: 129069

Dear Syed,

Please be informed your salary has been restructured effective April 1, 2018 as below.

Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 298,363	Rs. 0	Rs. 298,363

A break-up of your revised compensation is detailed in the salary annexure.

Please further note that you shall continue to be bound by all Capgemini Policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period requirement, protection of Intellectual property of company, Code of business ethics, ISMS policy manual etc.

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

Wishing you a happy and rewarding career with Capgemini!

With Best wishes,
For Capgemini Technology Services India Limited

Sudhakar Takke
OBU Head - Apps Two

Manshad, Syed
129069

SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	106,320
House Rent Allowance	53,160
Conveyance Allowance	0
Other Allowance & Reimbursements #	5,556
Personal Allowance	17,979
Company contribution of Provident Fund	12,758
Gratuity	5,114
Advanced Statutory Bonus	22,476
Special Incentives	75,000
Total Fixed Compensation	298,363
Total Cash Compensation (sum of above)	298,363
Medical, Accident & Life Insurance Premium	6877
Company contribution of ESIC	9,761
Total Cost to company	315,001

Payment of all salary components are as per the Compensation guidelines. Please refer to the Compensation guidelines document under the HR Policies section in the Talent Page.

#Other allowances and reimbursements (OAAR) is a head under which tax saving elements are included. You may choose any of the optional components, subject to the limit of the OAAR amount mentioned in your salary breakup above. Please refer the details on OAAR components in the following link: [Human Resources Hub on Talent India](#)



Sudhakar Takke
OBU Head - Apps Two