



Capgemini Technology Services India Limited
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January 17, 2018

Name: Lall,Rahul Kumar
Emp ID: 120645

Dear Rahul,

Congratulations on your promotion to grade **A5** as **Sr Analyst / Software Engineer** effective January 1, 2018.

We are pleased to inform you, that your compensation is being revised effective January 1, 2018 as below.

Fixed Compensation	Variable Compensation	Annual Total Compensation
Rs. 311,391	Rs. 0	Rs. 333,123

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

We sincerely appreciate your contributions to the organization and look forward to the same in the future.

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

Jaideep Potdar
Vice President, Apps NA Offshore BU Head

January 17, 2018

Lall,Rahul Kumar
120645

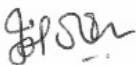
SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	116,593
House Rent Allowance	58,297
Conveyance Allowance	19,200
Other Allowance & Reimbursements #	97,702
Personal Allowance	0
Company contribution of Provident Fund	13,991
Gratuity	5,608
Total Fixed Compensation	311,391
Advanced Statutory Bonus	21,732
Annual Total Compensation	333,123

In addition you continue to be covered under Group Medclaim Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

#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:

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Jaideep Potdar
Vice President, Apps NA Offshore BU Head