



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
No: 158-162P & 165-170P,
EPIP Phase II, Whitefield,
Bengaluru-560 066, Karnataka, India
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www.capgemini.com/in-en/

BY EMAIL

September 17, 2025

To,
Rajat Nikam
Employee ID: 30082752
Designation: Consultant

Dear Rajat,

Letter of Non-Confirmation

This is in reference to your Employment Offer Letter with Capgemini Technology Services India Limited ("Company") date **May 31, 2025** ("Employment Offer Letter") wherein you were employed as **Consultant** at career grade **B2** on probationary basis vide clause of the Employment Offer Letter, read as below:

Probationary Period:

- 1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.*
- 2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation is deemed to be extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication.*

We would like to inform you that the Company has decided not to confirm your employment and your last working day with the Company shall be **November 14, 2025**. However, the Company reserves the right to an early release by payment in lieu of the notice as agreed in the Employment Offer Letter.

We would also like to reiterate that as per your Employment Offer Letter, you remain bound by the obligations of confidentiality, non-compete, non-solicitation and Intellectual Property Right provisions contained therein, even after your last working day with the Company.

We wish you all the best for all your future endeavors!

Yours Sincerely,
Capgemini Technology Services India Limited

Disclaimer: This is a System generated document, no signature is required. This document contains confidential information. For verification and authorization, you may write to employee probation.in@capgemini.com