



Private & Confidential

Date : April 24, 2018

Name : Samridhi Kumar
Employee ID : 87874_FS
Designation : Software Engineer
Grade : A4

Dear Samridhi,

As per the Finance Bill 2018, Income Tax benefits provided on Conveyance Allowance and Medical Reimbursement are replaced by a single Standard Deduction on the Gross Salary. The same is effective from **April 1, 2018**.

In line with this change, your compensation breakup is being re-structured with overall CTC remaining same. Please go through Annexure 1 for a detailed break-up of your compensation.

All other terms and conditions of your employment remain unchanged.

We are confident that you will continue to put forth your best towards the success of Capgemini and the FS SBU.

Wish you a successful and rewarding career with Capgemini.

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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



Private & Confidential
Annexure 1 (All figures in INR)

Name : Samridhi Kumar
Employee ID : 87874_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	105120
House Rent Allowance	52560
Other Allowance & Reimbursements	36651
Personal Allowance	0
Company's Contribution to PF	12614
Gratuity Accruals	5056
Statutory Bonus	22476
Total Fixed Compensation	234477
Special Incentive	75000
Total Cash Compensation	309477
Medical, Life & Accident Insurance	6877
Total Cost to Company (CTC)	316354

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. Special Incentive is governed by the terms and conditions mentioned in your Employment Offer Letter.
4. Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable.

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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