

Private & Confidential

Date: February 24, 2017

Name : Sai Manogyna Pulakuntla
Employee ID : 71524_FS
Designation : Software Engineer
Grade : A4

Dear Sai Manogyna,

As per the recent amendment in the Payment of Bonus Act – 1965, please find below the revised compensation structure. The same is effective from **January 1, 2017**.

Your compensation breakup is being **re-structured** with overall CTC remaining the same.

Please refer Column A in Annexure 1 for the detailed break-up. This break-up will be applicable till March 31, 2017 (current financial year).

Effective April 1, 2017 (new financial year), the salary will be restructured as per the revised OAAAR limits. Please refer Column B in Annexure 1 for the detailed break-up. This change does not have any impact on your Total Cost to Company CTC.

All other terms and conditions of your employment remain unchanged.

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 : Sai Manogyna Pulakuntla
Employee ID : 71524_FS

Compensation Structure Per Annum		
Fixed Salary	Column A Salary Break-up effective till March 31, 2017	Column B Salary Break-up effective from April 1, 2017
Basic Salary	81824	81824
House Rent Allowance	40912	40912
Conveyance Allowance	19200	19200
Other Allowance & Reimbursements	55294	55294
Personal Allowance	0	0
Company's Contribution to PF	9819	9819
Gratuity Accruals	3934	3934
Statutory Bonus	22800	22800
Total Fixed Compensation	233783	233783
Total Cash Compensation	233783	233783
Medical, Life & Accident Insurance	6877	6877
Company's Contribution to ESI	10451	10451
Total Cost to Company (CTC)	251111	251111

Note:

1. Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0
2. Contribution to ESI is as per the Employees' State Insurance Act, 1948.
3. 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
4. Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable



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