

Capgemini Technology Services India Limited
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www.in.capgemini.com

September 08, 2017

Name: Tiwari, Arpit Kumar
Emp ID: 114776

Dear Arpit,

Congratulations on your promotion to grade **B1** as **Associate Consultant** effective July 1, 2017.

We are pleased to inform you, that your compensation is being revised effective July 1, 2017 as below.

Fixed Compensation	Variable Compensation	Annual Total Compensation
Rs. 411,391	Rs. 0	Rs. 433,123

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



Vijay Shanbhag
OBU Head - Apps NA

September 08, 2017

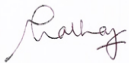
Tiwari, Arpit Kumar
114776**SALARY ANNEXURE**

Components	Amount in INR (per annum)
Basic	136,200
House Rent Allowance	62,100
Conveyance Allowance	19,200
Other Allowance & Reimbursements #	140,400
Personal Allowance	30,596
Company contribution of Provident Fund	16,344
Gratuity	6,551
Total Fixed Compensation	411,391
Advanced Statutory Bonus	21,732
Annual Total Compensation	433,123

In addition you continue to be covered under Group Mediclaim 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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Vijay Shanbhag
OBU Head - Apps NA