

Capgemini Technology Services India Limited
No.14, Rajiv Gandhi Infotech Park, Hinjawadi Phase III,
MIDC - SEZ, Village Man, Taluka Mulshi,
Pune- 411 057, Maharashtra, India
Tel: +91.20.6699 1000 | Fax: +91.20.6699 5050
www.in.capgemini.com

February 25, 2017

Name: Arpit Tiwari
Emp ID:114776

Dear Arpit,

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

Fixed Compensation	Variable Compensation	Annual Total Compensation
Rs. 4,21,056	Rs. 0	Rs. 4,21,056

A break-up of your revised compensation is as detailed in the salary annexure 1 & salary annexure 2. Applicable arrears will be paid to you (if any).

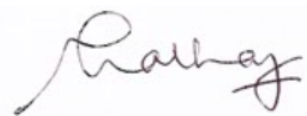
We sincerely appreciate your contributions to the organization and look forward to the same in the future.

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

February 25, 2017

Arpit Tiwari
114776
SALARY ANNEXURE 1 (Effective January 1, 2017 to March 31, 2017)

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	10,350	Leave Travel Allowance	10,356
House Rent Allowance	5,175	Co's contribution to Prov Fund	16,344
Dearness Allowance	1,000	Group Gratuity Scheme	6,552
Personal Allowance	9,458	Insurance Premium	6,876
Food Allowance	1,100		
Conveyance Allowance	1,600		
Medical Allowance	1,250		
Advance Statutory Bonus	1,811		
Monthly Gross	31,744	Annual CTC	4,21,056

You will continue to be covered under Group Mediciam Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.


Vijay Shanbhag
OBU Head - Apps NA

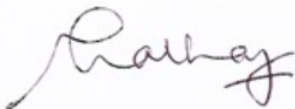
February 25, 2017

Arpit Tiwari
114776**SALARY ANNEXURE 2 (Effective April 1, 2017)**

Component	Annual Rs.
Basic	1,36,200
House Rent Allowance	62,100
Personal Allowance	11,652
Other Allowance & Reimbursements #	1,40,400
Conveyance Allowance	19,200
Co's contribution to Prov Fund	16,344
Group Gratuity Scheme	6,552
Advance Statutory Bonus	21,732
Total Fixed Compensation	4,14,180
Insurance Premium	6,876
Annual Total Compensation	4,21,056

You will 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 (except Business Services employees, will be communicated separately): [\\ntbomfs001\DATAPUB\HR\Policies\Compensation & benefits](#)

**Vijay Shanbhag**
OBU Head - Apps NA