

IGATE Global Solutions Limited (A Capgemini Group Company)

Registered Office:

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CIN: U85110PN1993PLC145950

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Ref. CG/831299/IND/2016

April 29, 2016

Name: **Arpit Tiwari**

Employee Id: **831299**

Dear Arpit,

At Capgemini, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for the year 2015 is "**Exceeds Expectation**".

In recognition of your performance your compensation has been revised to **INR 3,81,024** per annum effective **April 01, 2016**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making Capgemini a world class organization.

Wishing you a happy and rewarding career with Capgemini!

With Best Regards,



Srinivas Kandula

Chief Executive Officer – Capgemini India

Salary Annexure

Employee Code: 831299
Employee Name: Arpit Tiwari
Effective Date: April 01, 2016

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	9,530	Leave Travel Allowance	9,528
House Rent Allowance	4,765	Co's contribution to Prov Fund	15,168
Dearness Allowance	1,000	Group Gratuity Scheme	6,072
Personal Allowance	7,816	**Insurance Premium	4,500
Food Allowance	1,100		
Conveyance Allowance	1,600		
Medical Allowance	1,250		
Advance Statutory Bonus	1,752		
Monthly Gross	28,813	Annual CTC	3,81,024

**Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Group Medical Insurance as per existing policy which is subject to change during renewal each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.