

Capgemini India Private Limited

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July 11, 2013

Mr. Ashok Kumar Patra
Kailash Ch Patra, c/o-Shyam Sundar Jena,,
plot-737, Jharapara, BBSR, pin-751006,
Bhubaneswar - 751006
Orissa

Private & Confidential

EMPLOYMENT AGREEMENT

Dear Ashok,

Congratulations and welcome to Capgemini!

This letter has reference to our offer dated July 02, 2013.

We are pleased to appoint you to the position of **Software Engineer** on the payroll of Capgemini India Private Limited based in Pune effective July 11, 2013 on the following terms and conditions:

1. Total Fixed Compensation

Your Total Fixed Compensation will be Rs. 18508/- (Rupees Eighteen Thousand Five Hundred Eight only) per month. Component wise details of total compensation are provided in Annexure I.

2. Other allowances / perquisites, benefits, etc.

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are described in the annexure to this letter. The compensation & benefits elements as described in the annexure will be considered to be the total compensation and benefits applicable to you.

3. Tax

Income tax and other taxes, if any, will be to your account and are subject to deductions at source wherever applicable.

4. Place of work

You will be located at Pune and your initial place of work will be at our office situated at A-1, Technology Park, MIDC, Talwade, Pune-412114.