



Private & Confidential

Date : April 24, 2018

Name : Dinesh Chouhan
Employee ID : 97529_FS
Designation : Associate Consultant
Grade : B1

Dear Dinesh,

Your annual Variable Compensation has been merged with your Total Fixed Compensation – TFC effective **April 1, 2018**. Your revised TFC is INR **593124** per annum and your salary (Total Cost to Company - CTC) is **INR 600001** per annum.

The change to Variable Compensation is being implemented to align colleagues in your designation with the rest of the Capgemini Group. As a result, effective April 1, 2018 you will no longer be a part of the Variable Compensation scheme at your current Grade. Please go through Annexure 1 for a detailed break-up of your total compensation.

All other terms and conditions of your employment remain unchanged.

We thank you for your contribution, and are confident that you will continue to put forth your best towards the success of Capgemini & the FS SBU.

Wish you a successful and a rewarding career with Capgemini!

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

Your compensation details are strictly personal and confidential and should not be disclosed to others



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Annexure 1 (All figures in INR)

Name : Dinesh Chouhan
Employee ID : 97529_FS

Compensation Structure Per Annum		
Fixed Salary	Salary Break-up Effective From March 5, 2018	Salary Break-up Effective From April 1, 2018
Basic Salary	207590	207590
House Rent Allowance	103795	103795
Conveyance PA	19200	0
Other Allowance & Reimbursements	140400	125400
Personal Allowance	64767	98967
Company's Contribution to PF	24911	24911
Gratuity Accruals	9985	9985
Statutory Bonus	22476	22476
Total Fixed Compensation	593124	593124
Total Cash Compensation	593124	593124
Medical, Life & Accident Insurance	6877	6877
Total Cost to Company (CTC)	600001	600001

Note:

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

For Capgemini Technology Services India Limited

Ekta Singh
Vice President, HR Head – India
Financial Services SBU

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