



Private & Confidential

Date: October 19, 2018

Name : Rohit Deendayal Kushwaha
Employee ID : 75300_FS
Designation : Software Engineer
Grade : A4

Dear Rohit,

We are pleased to inform you that your salary (Total Cost to Company - CTC) has been increased to **INR 300000** per annum effective **October 1, 2018**.

Your Salary includes a total fixed compensation (TFC) of **INR 293123** per annum. 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 : Rohit Deendayal Kushwaha
Employee ID : 75300_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	112368
House Rent Allowance	56184
Other Allowance & Reimbursements	83206
Personal Allowance	0
Company's Contribution to PF	13484
Gratuity Accruals	5405
Statutory Bonus	22476
Total Fixed Compensation	293123
Total Cash Compensation	293123
Medical, Life & Accident Insurance	6877
Total Cost to Company (CTC)	300000

Note:

- Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0.
- 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.
- 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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