



Private & Confidential

Date: December 8, 2017

Name : Rohit Deendayal Kushwaha
Employee ID : 75300_FS

Dear Rohit,

Congratulations on your promotion to **A4 - Software Engineer** effective **October 1, 2017**.

In recognition of the above, your salary (Total Cost to Company - CTC) has been revised to **INR 265000** per annum. This will include a total fixed compensation (TFC) of **INR 247077** per annum. Please go through the Annexure 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

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Annexure (All figures in INR)

Name : Rohit Deendayal Kushwaha
Employee ID : 75300_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	86477
House Rent Allowance	43239
Conveyance Allowance	19200
Other Allowance & Reimbursements	60826
Personal Allowance	0
Company's Contribution to PF	10377
Gratuity Accruals	4158
Statutory Bonus	22800
Total Fixed Compensation	247077
Total Cash Compensation	247077
Medical, Life & Accident Insurance	6877
Company's Contribution to ESI	11046
Total Cost to Company (CTC)	265000

Note:

1. Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0
2. Contribution to ESI is as per the Employees' State Insurance Act, 1948.
3. 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.
4. Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable

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

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