

Private & Confidential

Date: February 24, 2017

Name : Rohit Deendayal Kushwaha
Employee ID : 75300_FS
Designation : Software Associate
Grade : A3

Dear Rohit,

As per the recent amendment in the Payment of Bonus Act – 1965, please find below the revised compensation structure. The same is effective from **January 1, 2017**.

Your compensation breakup is being **re-structured** with overall CTC remaining the same.

Please refer Column A in Annexure 1 for the detailed break-up. This break-up will be applicable till March 31, 2017 (current financial year).

Effective April 1, 2017 (new financial year), the salary will be restructured as per the revised OAAAR limits. Please refer Column B in Annexure 1 for the detailed break-up. This change does not have any impact on your Total Cost to Company CTC.

All other terms and conditions of your employment remain unchanged.

Wish you a successful and a rewarding career with Capgemini!

For Capgemini Technology Services India Limited



Ekta Singh
Vice President, People Care 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	Column A Salary Break-up effective till March 31, 2017	Column B Salary Break-up effective from April 1, 2017
Basic Salary	71324	71324
House Rent Allowance	35662	35662
Conveyance Allowance	19200	19200
Other Allowance & Reimbursements	42808	42808
Personal Allowance	0	0
Company's Contribution to PF	8559	8559
Gratuity Accruals	3429	3429
Statutory Bonus	22800	22800
Total Fixed Compensation	203782	203782
Total Cash Compensation	203782	203782
Medical, Life & Accident Insurance	6877	6877
Company's Contribution to ESI	9110	9110
Total Cost to Company (CTC)	219769	219769

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



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