



Private & Confidential

Date : April 24, 2018

Name : Guneet Singh Nagia
Employee ID : 74805_FS
Designation : Senior Consultant
Grade : C1

Dear Guneet,

We are pleased to inform you that your salary (Total Cost to Company - CTC) has been increased to **INR 1566095** per annum effective **April 1, 2018**.

Your Salary includes a total fixed compensation (TFC) of **INR 1417471** per annum and a target Variable Compensation of **INR 141747** per annum. Variable Compensation is discretionary and not guaranteed and is subject to the prevailing FS SBU and Group policies. 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 : Guneet Singh Nagia
Employee ID : 74805_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	505237
House Rent Allowance	252619
Other Allowance & Reimbursements	210124
Personal Allowance	364561
Company's Contribution to PF	60628
Gratuity Accruals	24302
Total Fixed Compensation	1417471
Target Variable Compensation	141747
Total Cash Compensation	1559218
Medical, Life & Accident Insurance	6877
Total Cost to Company (CTC)	1566095

Note:

- Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0.
- Target Variable Compensation (earlier known as Annual Performance Bonus) is a discretionary component and is subject to the prevailing company policies from time to time. The amount of variable payout and the date of payout are at the sole discretion of the company and may change from time to time. You will be eligible for variable compensation payout, provided you are on Company rolls at the time of payout and not serving notice period.
- 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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