



Capgemini Technology Services India Limited
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October 18, 2018

Name: Agarwal,Nikhil Kumar
Emp ID: 138281

Dear Nikhil,

We are pleased to inform you, that your compensation is being revised effective October 1, 2018 as below.

Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 616,849	Rs. 0	Rs. 616,849

A break-up of your revised compensation is detailed in the salary annexure.

We sincerely appreciate your contributions to the organization and look forward to the same in the future.

Please further note that you shall continue to be bound by all Capgemini Policies including but not limited to provisions of confidentiality, non-compete, non-solicitation, compliance to notice period requirement, protection of Intellectual property of company, Code of business ethics, ISMS policy manual etc.

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

Wishing you a happy and rewarding career with Capgemini!

With Best wishes,
For Capgemini Technology Services India Limited

Parag Rede
UK OBU Lead

Agarwal, Nikhil Kumar
138281

SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	215,897
House Rent Allowance	107,949
Other Allowance & Reimbursements #	125,400
Personal Allowance	108,834
Company contribution of Provident Fund	25,908
Gratuity	10,385
Advanced Statutory Bonus	22,476
Total Fixed Compensation	616,849
Total Cash Compensation <i>(sum of above)</i>	616,849
Medical, Accident & Life Insurance Premium	6877
Total Cost to company	623,726

Payment of all salary components are as per the 'Handbook on Compensation and Benefits'. Please refer to this document under the HR Policies section in the Talent Page.

#Other allowances and reimbursements (OAAR) is a head under which tax saving elements are included. You may choose any of the optional components, subject to the limit of the OAAR amount mentioned in your salary breakup above. Please refer the details on OAAR components in the following link: [Human Resources Hub on Talent India](#)



Parag Rede
UK OBU Lead