



Capgemini Technology Services India Limited  
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April 23, 2018

**Name: Bhalerao,Amit**  
**Emp ID: 138947**

Dear Amit,

Please be informed your salary has been restructured effective April 1, 2018 as below.

Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 1,039,211	Rs. 103,921	Rs. 1,143,132

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

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

**Rajesh Dahale**  
**COO- LBS & APAC Platform**

**Bhalerao, Amit**  
138947

### SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	363,724
House Rent Allowance	181,862
Other Allowance & Reimbursements #	159,600
Personal Allowance	272,883
Company contribution of Provident Fund	43,647
Gratuity	17,495
Total Fixed Compensation	1,039,211
Annual Variable Compensation*	103,921
<b>Total Cash Compensation</b> <i>(sum of above)</i>	1,143,132
Medical, Accident & Life Insurance Premium	6877
<b>Total Cost to company</b>	1,150,009

\*The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you.

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](#)



**Rajesh Dahale**  
COO- LBS & APAC Platform