

Private & Confidential

Date: February 24, 2017

Name : Kiran Dnyaneshwar Mahale
Employee ID : 71375_FS
Designation : Associate Consultant
Grade : B1

Dear Kiran,

We are pleased to inform that your salary (Total Cost to Company - CTC) has been increased to **INR 671239** per annum effective **January 1, 2017**. This will include a total fixed compensation (TFC) of **INR 632726** per annum and a target bonus of **INR 31636** per annum. Bonuses are discretionary and not guaranteed and are subject to the prevailing FS SBU and Group policies.

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 OAAR 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.

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, People Care Head – India
Financial Services SBU

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Annexure (All figures in INR)

Name : Kiran Dnyaneshwar Mahale
Employee ID : 71375_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	221454	221454
House Rent Allowance	110727	110727
Conveyance Allowance	19200	19200
Other Allowance & Reimbursements	137520	140400
Personal Allowance	83803	80923
Company's Contribution to PF	26574	26574
Gratuity Accruals	10648	10648
Statutory Bonus	22800	22800
Total Fixed Compensation	632726	632726
Target Performance Bonus	31636	31636
Total Cash Compensation	664362	664362
Medical, Life & Accident Insurance	6877	6877
Total Cost to Company (CTC)	671239	671239

Note:

1. Annual Performance Bonus is a discretionary component and is subject to the prevailing company policies from time to time. The amount of bonus 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 annual performance bonus, provided you are on Company rolls at the time of payout and not serving notice period
2. Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0
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, People Care Head – India
Financial Services SBU

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