

Capgemini Technology Services India Limited  
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February 24, 2017

**Name: Pugazhenth P.M.**  
**Emp ID:105680**

Dear Pugazhenth,

We are pleased to inform you, that your compensation is being revised effective January 1, 2017 as below:

Fixed Compensation	Variable Compensation	Annual Total Compensation
Rs. 6,51,864	Rs. 64,500	Rs. 7,16,364

A break-up of your revised compensation is as detailed in the salary annexure 1 & salary annexure 2. Applicable arrears will be paid to you (if any).

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



**Vijay Shanbhag**  
**OBU Head - Apps NA**

February 24, 2017

**Pugazhenth P.M.**  
**105680**
**SALARY ANNEXURE 1 (Effective January 1, 2017 to March 31, 2017)**

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	16,120	Leave Travel Allowance	16,116
House Rent Allowance	8,060	Co's contribution to Prov Fund	24,648
Dearness Allowance	1,000	Annual Variable Compensation**	64,500
Personal Allowance	18,588	Group Gratuity Scheme	9,876
Food Allowance	1,100	Insurance Premium	6,876
Conveyance Allowance	1,600		
Medical Allowance	1,250		
Advance Statutory Bonus	1,811		
<b>Monthly Gross</b>	<b>49,529</b>	<b>Annual CTC</b>	<b>7,16,364</b>

You will continue to be covered under Group Medclaim Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

\*\* The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.


**Vijay Shanbhag**  
**OBU Head - Apps NA**

February 24, 2017

**Pugazhenth P.M.**  
**105680**
**SALARY ANNEXURE 2 (Effective April 1, 2017)**

Component	Annual Rs.
Basic	2,05,440
House Rent Allowance	96,720
Personal Allowance	92,772
Other Allowance & Reimbursements #	1,74,600
Conveyance Allowance	19,200
Co's contribution to Prov Fund	24,648
Group Gratuity Scheme	9,876
Advance Statutory Bonus	21,732
Total Fixed Compensation	6,44,988
Annual Variable Compensation**	64,500
Insurance Premium	6,876
Annual Total Compensation	7,16,364

You will continue to be covered under Group Mediciam Insurance (for yourself, your spouse and dependent children), Personal Accident Insurance and Group Term Life Insurance as per company policy.

\*\* The actual pay out of Variable Compensation/ Sales Incentive component will be based on the plan communicated to you. Please note that to be eligible for payment for a given evaluation period, you need to be on the rolls of the Company as on the payout date.

# 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 (except Business Services employees, will be communicated separately): [\ntbomfs001\DATAPUB\HR\Policies\Compensation & benefits](#)



**Vijay Shanbhag**  
**OBU Head - Apps NA**