

IGATE Global Solutions Limited (A Capgemini Group Company)

Registered Office:

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CIN: U85110PN1993PLC145950

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Ref. CG/833544/IND/2016

April 29, 2016

Name: **Manish Kumar**

Employee Id: **833544**

Dear Manish,

At Capgemini, employee performance forms the core basis for annual compensation review and career enhancement apart from ensuring parity.

Your performance has been reviewed and your performance banding for the year 2015 is "**Exceeds Expectation**".

In recognition of your performance your compensation has been revised to **INR 21,96,684** per annum effective **April 01, 2016**.

Details of your revised compensation are given in Salary Annexure.

We look forward to your very active participation and contribution in our journey of scaling newer heights and in making Capgemini a world class organization.

Wishing you a happy and rewarding career with Capgemini!

With Best Regards,



Srinivas Kandula

Chief Executive Officer – Capgemini India

Salary Annexure

Employee Code: 833544
Employee Name: Manish Kumar
Effective Date: April 01, 2016

Monthly Component	Amount(Rs.)	Yearly Component	Amount(Rs.)
Basic	45,760	Co's contribution to Prov Fund	65,892
House Rent Allowance	22,880	*Variable Pay (@ 100% Payout)	3,66,108
Personal Allowance	48,641	Group Gratuity Scheme	26,412
Food Allowance	2,200	**Insurance Premium	4,500
Flexible Benefit Expense Plan	25,000		
Monthly Gross	1,44,481	Annual CTC	21,96,684

*The actual pay out of variable pay 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.

**Insurance premium – Coverage includes Personal Accident and Life Insurance Cover for an employee, and Group Medical Insurance as per existing policy which is subject to change during renewal each year.

Please note that your acceptance of the above mentioned compensation will be considered as an acceptance of the other terms and conditions of the employment as per Company policy, as amended from time to time.