

**Private & Confidential**

**Date:** July 29, 2016

**Name** : Narendra Girish Bele  
**Employee ID** : 71051\_FS  
**Designation** : Software Engineer

Dear Narendra,

As per the recent amendment in the Payment of Bonus Act – 1965, please find below the revised compensation structure. The same is effective from **May 2, 2016**.

Your compensation breakup is being **re-structured** with overall CTC remaining the same.

Please go through Annexure 1 for a detailed break-up of your compensation.

All other terms and conditions of your employment remain unchanged.

Wish you a successful and rewarding career with Capgemini.

Yours Sincerely,



**Ekta Singh**  
**Vice President, People Care Head – India**  
**Financial Services SBU**

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

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**Annexure -1**  
**(All figures in INR)**

**Name** : Narendra Girish Bele

**Employee ID** : 71051\_FS

<b>New Compensation Structure</b>	
<b>Fixed Salary</b>	<b>Per Annum</b>
Basic Salary	80154
House Rent Allowance	40077
Conveyance Allowance	19200
Other Allowance & Reimbursements	47439
Personal Allowance	0
Company's contribution to PF	9618
Gratuity Accruals	3854
Statutory Bonus	22308
<b>Total Fixed Compensation</b>	<b>222650</b>
Target Performance Bonus	11133
<b>Total Cash Compensation</b>	<b>233783</b>
<b>Medical, Life &amp; Accident Insurance</b>	<b>6218</b>
<b>Total Cost to Company (CTC)</b>	<b>240001</b>

*Please note the Statutory Bonus payout for FY 2015-16 (if eligible) will be paid as Statutory Bonus Arrears and the subsequent amount will be adjusted against Personal Allowance / Other Allowance & Reimbursements as applicable.*

**Notes:**

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 accruals 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
4. Insurance cost is subject to change as per Policy renewals, which normally happens in the month of January every year
5. 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**  
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