

Capgemini India Private Limited  
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Mahindra World City, Chengalpet  
Kancheepuram 603 002 India  
Tel.: +91-44-66331000  
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www.capgemini.com

**EMPLOYMENT OFFER LETTER**

Capgemini Ref.: 972851/0214822209

November 13, 2014

Kiran Nellooru  
Broad vision Team, Malayala Manorama KK Road  
Kottayam, Kerala, 686001

Confidential

**Dear Kiran Nellooru,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with Capgemini India Private Limited ('Capgemini' or 'Company') starting from **November 17, 2014** (or such other date as may be communicated to you by the Company), as per details given below.

- A). Your current designation will be **Associate consultant**
- B). You will be required to work at the Company's offices in **Chennai-MIPL**
- C). Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 500000/- (Rupees Five Lakhs only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

**Kiran Nelloru**

**Associate consultant**

Target annual compensation from Capgemini India Pvt Ltd.

**Rs.500000**

Monthly Components	Per Month	Annualized
Basic Salary	Rs. 14139	Rs. 169668
House Rent Allowance	Rs. 7070	Rs. 84834
Conveyance Allowance	Rs. 800	Rs. 9600
Other Allowance & Reimbursements *	Rs. 11460	Rs. 137520
Personal Allowance	Rs. 3430	Rs. 41160
Statutory Bonus	Rs. 0	Rs. 0
<b>Gross monthly pay</b>	<b>Rs. 36899</b>	<b>Rs. 442782</b>
Capgemini's contribution to PF	Rs. 1697	Rs. 20360
Gratuity Accrual	Rs. 680	Rs. 8158
<b>Total Fixed Compensation (TFC)</b>	<b>Rs. 39275</b>	<b>Rs. 471300</b>
Performance Bonus		Rs. 23565
<b>Total Cash Compensation</b>		<b>Rs. 494865</b>
Medical, Accident & Life Insurance Premium		Rs. 5135
<b>Total Cost to Company</b>		<b>Rs. 500000</b>