



Capgemini Technology Services India Limited
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April 23, 2018

Name: Singh Panwar, Manvendra
Emp ID: 139688

Dear Manvendra,

Please be informed your salary has been restructured effective April 1, 2018 as below.

Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 223,381	Rs. 0	Rs. 223,381

A break-up of your revised compensation is detailed in the salary annexure.

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

Abhay Mahagaokar
Head, NA Markets India

Singh Panwar, Manvendra
139688

SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	108,684
House Rent Allowance	54,348
Other Allowance & Reimbursements #	1,140
Personal Allowance	18,463
Company contribution of Provident Fund	13,042
Gratuity	5,228
Advanced Statutory Bonus	22,476
Total Fixed Compensation	223,381
Total Cash Compensation <i>(sum of above)</i>	223,381
Medical, Accident & Life Insurance Premium	6877
Company contribution of ESIC	9,743
Total Cost to company	240,001

Payment of all salary components are as per the 'Handbook on Compensation and Benefits'. Please refer to this document under the HR Policies section in the Talent Page.

#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: [Human Resources Hub on Talent India](#)



Abhay Mahagaokar
Head, NA Markets India