

EMPLOYMENT OFFER LETTER

Capgemini Ref: 3739776/739270,

04/23/2021,

Koka Ravalika Sai.
Amber 15B2, Olympia opaline , Navalur, Chennai-603103,Tamil Nadu
Chennai, Tamil Nadu
India.

Confidential

Dear Koka Ravalika Sai,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('**Capgemini**' or '**Company**') starting from **06/25/2021** (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/B1**.
- B) You will be required to work at the Company's offices in **Hyderabad**.
- C) You have to report by 8:30 am at **Hyderabad** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
Capgemini Technology Services India Limited. IT Park 1,115 / 32&35, Nanakram Guda,
Gachibowli, Hyderabad - 500 032

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 900,002.00 (Rupees Nine Lakh And Two Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout 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:

Associate Consultant**Total Cost to Company (CTC).****Rs.900,002.00**

Monthly Components	Per Month	Annualized
Basic	Rs.26,020.00	Rs.312,240.00
House Rent Allowance	Rs.13,010.00	Rs.156,120.00
Other Reimbursements & Allowances#	Rs.10,450.00	Rs.125,400.00
Personal Allowance	Rs.20,496.00	Rs.245,952.00
Gross monthly salary	Rs.69,976.00	Rs.839,712.00
Statutory payments ++		
Capgemini's contribution to PF *	Rs.3,122.00	Rs.37,464.00
Gratuity (accrual only)		Rs.15,024.00
Total Fixed Compensation		Rs.892,200.00
Total Cash Compensation	Rs.74,350.00	Rs.892,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 900,002.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements	Annualized
Telephone	19,800.00
LTA	60,000.00
Meal Coupons	24,000.00
Vehicle & Driver Reimbursement	21,600.00