

EMPLOYMENT OFFER LETTER

Capgemini Ref.: 570797/52535

1/13/2017

Rithika Shetty
Shanti Kunj, Sector - 23, Plot no-A-58,
Room No-302, Near Nerul Police Station, Nerul
Mumbai, Maharashtra

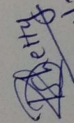
Confidential

Dear Rithika Shetty,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis with Capgemini Technology Services India Limited (herein after referred to as, 'Capgemini' or 'Company') starting from 1/18/2017 or such other date as may be communicated to you by the Company), as per details given below.

- A). Your current designation will be Software Engineer / A4.
- B). You will be required to work at the Company's offices in Pune.
- C). Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,40,000.00/-** (Rupees Two Lakh Forty Thousand 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:

 18/01/2017

Rithika Shetty

Software Engineer

Total Cost to Company (CTC).

Rs.240000.00

Monthly Components	Per Month	Annualized
Basic	Rs.8860.0	Rs.106320.0
House Rent Allowance	Rs.4430.0	Rs.53160.0
Conveyance Allowance	Rs.1600.0	Rs. 19200.0
Other Reimbursements & Allowances#	Rs.612.0	Rs.7344.0
Personal Allowance	Rs.0.0	Rs. 0.0
Advance Statutory Bonus	Rs.1772.0	Rs.21264.0
Gross monthly salary	Rs.17274.0	Rs.207288.0
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1063.0	Rs.12756.0
Gratuity (accrual only)	Rs.426.0	Rs.5112.0
Total Fixed Compensation		Rs.225156.0
Performance Bonus**		Rs.0.0
Total Cash Compensation		Rs.225156.0
Benefits		
Medical, Accident & Life Insurance Premium		Rs.5014.0
Capgemini contribution to ESI		Rs.9846.0
Total Benefits		Rs.14860.0
Total Cost to Company		Rs.240000.0

R Shetty
18/01/2017