



Capgemini Technology Services India Limited
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January 18, 2019

Name: Dasgupta, Sohini
Emp ID: 139674

Dear Sohini,

Congratulations on your promotion to grade **A5** as **Sr Analyst / Software Engineer** effective January 1, 2019.

We are pleased to inform you, that your compensation is being revised effective January 1, 2019 as below.

Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 332,785	Rs. 0	Rs. 332,785

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

We sincerely appreciate your contributions to the organization and look forward to the same in the future.

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

Narayanan Balasubramaniam
Europe SBU India Leader

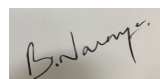
Dasgupta, Sohini
139674

SALARY ANNEXURE

Components	Amount in INR (per annum)
Basic	108,684
House Rent Allowance	54,348
Other Allowance & Reimbursements #	125,400
Personal Allowance	3,601
Company contribution of Provident Fund	13,044
Gratuity	5,232
Advanced Statutory Bonus	22,476
Total Fixed Compensation	332,785
Total Cash Compensation <i>(sum of above)</i>	332,785
Medical, Accident & Life Insurance Premium	7215
Total Cost to company	340,000

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](#)



Narayanan Balasubramaniam
Europe SBU India Leader