



**Private & Confidential**

**Date** : April 24, 2018

**Name** : Shivalingam Narsanolla  
**Employee ID** : 71425\_FS  
**Designation** : Associate Consultant  
**Grade** : B1

Dear Shivalingam,

Your annual Variable Compensation has been merged with your Total Fixed Compensation – TFC effective **April 1, 2018**. Your revised TFC is INR **612444** per annum and your salary (Total Cost to Company - CTC) is **INR 619321** per annum.

The change to Variable Compensation is being implemented to align colleagues in your designation with the rest of the Capgemini Group. As a result, effective April 1, 2018 you will no longer be a part of the Variable Compensation scheme at your current Grade. Please go through Annexure 1 for a detailed break-up of your total compensation.

All other terms and conditions of your employment remain unchanged.

We thank you for your contribution, and are confident that you will continue to put forth your best towards the success of Capgemini & the FS SBU.

Wish you a successful and a rewarding career with Capgemini!

**For Capgemini Technology Services India Limited**

**Ekta Singh**  
**Vice President, HR Head – India**  
**Financial Services SBU**

*Your compensation details are strictly personal and confidential and should not be disclosed to others*

Capgemini Technology Services India Limited,  
No.14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC – SEZ, Village Man, Taluka Mulshi,  
Pune – 411057, Maharashtra.  
[www.capgemini.com](http://www.capgemini.com)

24-04-2018



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**Annexure 1 (All figures in INR)**

**Name** : Shivalingam Narsanolla  
**Employee ID** : 71425\_FS

Compensation Structure Per Annum	
Fixed Salary	Salary Break-up
Basic Salary	214355
House Rent Allowance	107178
Other Allowance & Reimbursements	125400
Personal Allowance	107002
Company's Contribution to PF	25723
Gratuity Accruals	10310
Statutory Bonus	22476
<b>Total Fixed Compensation</b>	<b>612444</b>
<b>Total Cash Compensation</b>	<b>612444</b>
Medical, Life & Accident Insurance	6877
<b>Total Cost to Company (CTC)</b>	<b>619321</b>

**Note:**

- Gratuity shall apply as per the 'Gratuity Act 1972'. Please refer to the Gratuity Policy on KM3.0.
- Medical, Life & Accident Insurance will be applicable as per the company policies. Please refer Group Personal Accident Policy, Hospitalization Insurance Policy and Life Insurance Policy on KM3.0. Insurance cost is subject to change as per Policy renewals, which normally happens in the month of January every year.
- Please note that all terms and conditions of employment as implemented effective April 2014 will continue to be applicable.

**For Capgemini Technology Services India Limited**

**Ekta Singh**  
**Vice President, HR Head – India**  
**Financial Services SBU**

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