



Capgemini Technology Services India Limited No.14,  
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March 15, 2021

**Name : Singaravelu Venkatesh**

**Employee ID : 127193**

Dear **Singaravellu,**

Thank you for your efforts and dedication over the past year. Together, we have demonstrated the value technology can bring to people and reinforced our commitment to act as a responsible company putting sustainability, diversity and inclusion at the core of our organization.

Further, we are pleased to inform that your Pay Review has been concluded.

Your revised Total Cash Compensation (TCC) for 2021 effective April 01, 2021 is as below:

Total Fixed Compensation	Variable Compensation	Total Cash Compensation
Rs. 603,005	Rs. 0	Rs. 603,005

Your revised TCC above includes – Basic, House Rent Allowance, Other Allowance & Reimbursements, Personal Allowance, Advance Statutory Bonus, Company Contribution of PF, Gratuity (accrual), Annual Variable Compensation/Sales Incentive. In addition to TCC, you will have Medical, Accident & Life Insurance Premium and Company Contribution of ESIC. Please note that some of the above components may not be applicable to you depending on your grade and compensation.

Please expect detailed breakup of your compensation in April 2021. The Indian Government has proposed new wage code in 2021. And we are awaiting clarifications from the govt authorities. This could alter the overall salary distribution. However, there will be no change to TCC.

Congratulations and wishing you a happy and rewarding career with Capgemini!

With Best wishes,  
For Capgemini Technology Services India Limited

**Pallavi Tyagi**  
**CHRO, Capgemini India**